

## **SHOUT COMMUNICATIONS STAFF POLICIES**

### **Ethical Trading Policy**

We cannot claim to have all the answers to complex ethical or social issues. However, we will do what we can to ensure that the standards of our suppliers meet relevant international requirements.

We have 2 over-riding concerns – the welfare of workers in our supply chain, and ensuring a sustainable environmental impact.

Shout! endeavors to ensure that each aspect of its operation is of the highest standard. Furthermore, we will always seek to rectify any situation or action that has led to customer dissatisfaction wherever feasibly possible.

We fully support the Ethical Trading Initiative (ETI) and use it as our standard for all primary suppliers across all our businesses. The code states:

Employment is freely chosen

Freedom of Association and the right to collective bargaining are respected.

Working conditions are safe and hygienic.

Child labour shall not be used

Living wages are paid.

Working hours are not excessive

No discrimination is practiced

Regular employment is provided.

No harsh or inhumane treatment is allowed .