

Ethical Trading Initiative

Ethical Trading Initiative Nature's Pride

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INTRODUCTION

*We at Nature's Pride believe strongly in fair living and working standards for each and every person on this earth. Just as important, our customers are demanding more responsible growing and respect for the worker. With respect to this, we would like to play a role, in a fair and social way, while conducting business with our suppliers. We have made an **Ethical Trading Initiative** that we would like ALL of US to work towards. We do expect that that all our suppliers work to fulfill these requirements in a timely manner. We request that the supplier fully understands it and works hard to achieve it. Nature's Pride plans to take a more active part in supporting our suppliers in this agreement. Please do not look at this as another restrictive document, but instead, a way to make life a better place for each and every one of us. We strongly believe that correct working conditions and good education will give a positive impact for all involved. With respect to this, we would like each and every supplier, direct or indirect, to read and sign this agreement.*

EMPLOYMENT IS FREELY CHOSEN

1. There cannot be forced, bonded or involuntary labor.
2. Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

WORKING CONDITIONS ARE SAFE AND HYGIENIC

1. A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
2. Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.
3. Access to clean toilet facilities and drinkable water. If appropriate, sanitary facilities for food storage shall be provided.
4. Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
5. The company observing the code shall assign responsibility for health and safety to a senior management representative.

CHILD LABOUR SHALL NOT BE USED

1. No children under the age of 15 (14 in some developing countries) shall be employed
2. Children from 15 to 18 shall not be employed at night or in hazardous conditions.
3. Companies shall develop or participate in and contribute to policies and programs which provide for the transition of any child found to be performing child labor to enable her or him to attend and remain in quality education until no longer a child.

These policies and procedures shall comply with the UN Convention on the rights of children and the ILO conventions nr. 138 on minimum age and nr. 182 on the worst forms of child labor.

LIVING WAGES ARE PAID

1. Wages and benefits being paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.
2. All workers shall be provided with written and understandable information about their employment conditions. This includes what the wages are and the respective pay periods. All details should be clear for the worker in advance of employment. Every pay period should be clearly detailed including time and dates.
3. Deductions from wages as a disciplinary measure shall not be permitted.
4. Any deductions from wages shall not be permitted unless approved by national law.

WORKING HOURS ARE NOT EXCESSIVE

1. Working hours comply with national laws and benchmark industry standards, whichever affords greater protection. Working hours shall be in accordance with current international conventions.
2. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week. Workers shall be provided with at least one day off for every 7 day period on average. Overtime shall be voluntary. Overtime shall not be demanded on a regular basis and should be compensated at a premium rate.

NO DISCRIMINATION IS PRACTISED

There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

REGULAR EMPLOYMENT IS PROVIDED

1. To every extent possible work performed must be on the basis of recognized employment relationship established through national law and practice.
2. Obligations to employees under labor or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labor-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.
3. Employees shall receive a formal labour contract, taking into account the possibility of a set probation period, which may not be more than half the harvesting season.
4. Social expenses should be paid for all employees (social security, health insurance, pension, etc)

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING ARE RESPECTED

1. Workers, without distinction, have the right to join or form unions of their own choosing and to bargain collectively.
2. The employer adopts an open attitude towards the activities of unions and their organizational activities.
3. Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.
4. Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

NO HARSH OR INHUMANE TREATMENT IS ALLOWED

1. Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.
2. Any disciplinary actions shall be recorded in writing, kept on file and a copy needs to be shared with the worker.

ENVIRONMENT

1. Production and sourcing of raw materials must not, in the short or long term, harm the environment in any way that directly threatens peoples' health, environment or safety.

ALL PERSONS INVOLVED MUST COMPLY WITH ABOVE INITIATIVE

All suppliers, growers, growers of suppliers (out growers), full time workers, contract workers, day laborers, casual workers, contractors, subcontractors, etc., etc., must be aware, understand and comply with the above defined initiative. All suppliers must allow Nature's Pride or those authorized by Nature's Pride unrestricted access to its facilities and to all relevant records at all times. (Whether or not notice is provided in advance)

All suppliers are required to give this Ethical Trading Initiative to all respective out growers. This must be understood and complied by them too. Any grower (direct or indirect) that supplies Nature's pride is considered a supplier and needs to comply.

Suppliers must apply these principles at all times, and must also be able to demonstrate that they are doing so. We will work with suppliers to support any necessary improvements but we will also take action, which may involve cancelling contracts and ceasing to trade, if suppliers are not prepared to make appropriate changes.

The provisions of this code constitute minimum and not maximum standards, and this code should not be used to prevent companies from doing better than these standards. Companies applying this code are expected to comply with national and other applicable laws. Where the provisions of law and this Base Code address the same subject, one should apply that provision which gives greater protection.

<i>Supplier /Grower name:</i>	
<i>Address:</i>	
<i>City + Postal Code:</i>	
<i>Country:</i>	
<i>Date:</i>	
<i>Signature:</i>	