




POLICY DOCUMENT

Title:	Ethical Trading Policy		
Date:	August 2010	Review Date:	August 2011
Scope:	All Employees		
Statement:	Ioma Clothing Ltd source quality products in the UK and overseas. We are committed to ensuring that the merchandise we source is obtained from manufacturers and suppliers who adhere to our principles of fair and honest trading. The following policy is based upon the Base Code of the Ethical Trading Initiative. All measures will be taken to safeguard social and environmental standards.		
Social Standards:	<ul style="list-style-type: none"> • Employment must be freely chosen. There will be no use made of forced bonded or involuntary labour. • We respect the right to freedom of association and the right to collective bargaining is respected. • We will not condone the use of child labour. Employees must not be below the legal age for employment in the country in which the company operates. • We support the right to a living wage and a fair days pay for a fair days work. Employees pay and benefits should meet, at least, the minimum, national legal standards or industry benchmarks. • Working hours should comply with the national laws and benchmark industry standards. • There will be equality of opportunity with no discrimination on the basis of race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation. • No harsh or inhumane treatment is allowed. All employees should be treated with respect and their health and safety and basic human rights will be protected and promoted. • Workplace, machinery, equipment, production processes and materials used must not represent safety or health hazards for employees, so far as reasonably practicable. 		
Environmental Standards:	<p>Ioma Clothing Ltd will observe the environmental standards as set out and will take all reasonable steps to ensure that our suppliers honour the code:</p> <ul style="list-style-type: none"> • Standards will comply with the minimum environmental standards legally stipulated in the country of production and purchase. • Commitment to protect the environment at all stages of product development, work organisation, production and sales. 		
Monitoring:	Ioma Clothing Ltd will take all reasonable steps to ensure that the above standards are actively supported by and are met by our suppliers. Monitoring can also be entrusted to third parties. Questions and concerns regarding ethical standards will be discussed at the monthly Supplier Evaluation meeting and any action recorded via this forum.		
Status of Policy:	The Company reserves the right to depart from this policy where circumstances demand it and to review and vary this policy from time to time.		
Signed:	Paul Levinson  Director	Dated:	August 2010