



CurrentCare Ltd

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CCL - Ethical Sourcing Statement

CurrentCare Ltd (CCL), seeks to develop long-term business partnerships with our suppliers. These can only be successful if suppliers have a mutual respect for our ethical standards. Our relationships with our suppliers are based on the principles of trust and honest dealings at all times and therefore we believe this mutual respect must be extended to everyone along the supply chain including employees, sub-contractors and other third parties.

We recognise that within some countries there are legal and cultural differences from our own, but all factories and work establishments that conduct business with CCL must meet the following universal standards.

Employment Conditions

1. Ensure that the human rights of all employees and agents are respected at all times.
2. Agree to provide all employees with safe working conditions at all times.
3. If applicable, all practicable steps must be taken to ensure that the living quarters of all employees are clean, comfortable and good hygiene standards are maintained. Overcrowding must be avoided, and, if so requested, suppliers must agree to our inspection of the living quarters.
4. Oppose the exploitation of children and young people, and ensure that employees within their factories meet the minimum legal working age and must not be less than 14 years of age, whichever is the greater.
5. Oppose and prevent the use of forced labour or involuntary labour of any kind.
6. Oppose and prevent the exploitation of any individual or group.
7. Oppose and prevent the use of any form of physical abuse to coerce or punish workers. Additionally the use of non-physical abuse, for example, threat of violence, sexual harassment or verbal abuse is also not acceptable and must be avoided.
8. Oppose and prevent the discrimination against a person or group as a result of race, religion, colour, gender, nationality, age, maternity or marital status.
9. Workers must be allowed to lawfully join or organise associations (providing the associations are legal in their own country) and employers must not penalise or interfere with the workers lawful efforts to do so.
10. Ensure that all working premises comply with all applicable laws regarding safe working conditions, worker health and safety, fire safety, risk protection, sanitation, and electrical and structural safety.
11. Working hours/days, wages, over-time pay and holidays must be in compliance with all local laws and must meet the legal minimum wage or a wage that meets local industry standards, whichever is greater.
12. Any disciplinary procedures taken must be fair towards the employee and documented for future reference.
13. Ensure that appropriate health and safety training, including, but not limited to, training in fire safety, is provided for all people in all working areas. All activities must be carried out under conditions that have proper and adequate regard for the health and safety of those involved. Management arrangements must be in place to prevent, detect, and respond to potential threats to health and safety.

As a condition of business with CCL a supplier must comply with all the above statements.

CCL will continue to develop the supplier assessment procedures and conduct site visits to monitor supplier compliance.

If CCL establishes that any supplier has violated any of the above policies, CCL may require the supplier to implement corrective action or may terminate the business relationship with that supplier immediately.

If the supplier does not conform to the suggested corrective action CCL will suspend current business or terminate the relationship.