



LABOUR STANDARDS POLICY

Hazel 4D is committed to upholding an ethical labour policy which is appropriate in nature and scale to the Company and in-line with its legal and moral obligations as defined by relevant law and International convention.

The standards are not only maintained within the Company, but are sought from Suppliers within the Company's supply chain.

The standards expected not only apply to those who are directly employed within the supply chain but also to members of the public, stakeholders and interested parties who have an indirect involvement within the supply chain.

These ethical standards cover:

1. Child labour
2. Forced or compulsory labour
3. Health and Safety
4. Freedom of association
5. Discrimination
6. Disciplinary Procedures
7. Working hours
8. Remuneration

1. CHILD LABOUR

Hazel 4D does not engage in or support the use of child labour. If Hazel 4D engages any young workers (for example, on work experience), it will ensure that a suitable risk assessment is carried out and that young persons are not exposed to any hazardous conditions, or in any case work more than 8 hours per day.

2. FORCED & COMPULSORY LABOUR

Hazel 4D shall not engage in or support the use of forced or compulsory labour, or bonded or involuntary prison labour. Employees are free to leave upon reasonable notice.

3. HEALTH & SAFETY

Hazel 4D shall provide a safe and healthy workplace environment and shall take effective steps to prevent potential accidents and injury to employees' health by minimising, so far as is reasonably practicable, and in co-operation with its employees, the causes of hazards inherent in the workplace. All employees will receive safety and job specific instructions during the course of their employment with Hazel 4D. Employees shall have access to clean sanitary facilities and drinking water.

4. FREEDOM OF ASSOCIATION

The freedom of association is respected and Hazel 4D will comply with UK labour relations legislation in this regard.
Hazel 4D October 2017

5. DISCRIMINATION

Hazel 4D shall not engage in or support any discriminatory practices in hiring, remuneration, access to training, promotion, termination or retirement based on race, national or social origin, caste, religion, gender, sexual orientation, political affiliations, age or other conditions that could give rise to discrimination.

6. DISCIPLINARY PRACTICES

Hazel 4D shall treat all employees with dignity and respect. Hazel 4D shall not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is permitted.

7. WORKING HOURS

Hazel 4D shall comply with applicable laws and industry standards on working hours and holiday entitlements. Rayner's normal working hours do not exceed 48 hours per week, and overtime hours do not normally exceed 12 hours per week. Rayner ensures all employees have the legal right to be employed in the UK.

8. REMUNERATION

Hazel 4D shall comply with national laws and regulations with regard to wages and benefits. All work related activities are carried out on the basis of a recognised employment relationship established according to national law and practice.

To achieve this we continually assess and monitor our own performance and process controls and also those of our trading partners. Through this monitoring approach we aim to ensure that our standards are continuously improving.

The Company commits to making available sufficient resources for the implementation of this policy as appropriate to the nature and scale of its operations.

The requirements detailed in this document must be sensitive to the rights and livelihoods of the workers it is aiming to protect.

Roy Harding, Operations Director
November 2017