



ZECO LTD. ENTERPRISE HOUSE,
34 FARINGDON AVENUE,
HAROLD HILL, ROMFORD,
ESSEX RM3 8SU, UNITED KINGDOM

TEL ➤ +44 (0) 1708 739 390
FAX ➤ +44 (0) 1708 341 382
EMAIL ➤ sales@zecoschoolwear.com
WEB ➤ www.zecoschoolwear.com

Ethical Trading Policy

The school wear industry is very sophisticated and highly labour intensive. At Zeco Ltd we seek to first and foremost ensure that human dignity, safety and respect are upheld within all our factories in the UK and across the world. By doing so we ensure that all local standards and laws of each country are obeyed, if we feel that the laws are not stringent enough we ensure that our own guidelines are carried out.

Zeco Ltd's Ethical Code of Practice which has been advised that all our factories must follow, covers the following areas;

- **Health & Safety standards**
- **Human Rights**
- **Working Hours**
- **Wages & Benefits**
- **Freedom of Association**
- **Working Conditions**
- **Against Child Labour**
- **Discrimination**
- **Forced Labour**

We ensure at Zeco Ltd that all products we produce are made in an environment which is free of any form of exploitation that benefits all parties involved.

At times of economic downturn when the sterling is weak, distribution costs increase, increasing the cost of raw materials such as cotton. We therefore work closely with our factories by sending our agents to each factory to monitor standards and achieve a level of trust, which ensures that no compromise has been made to any ethical standards that Zeco Ltd represents.

Zeco Ltd