

# ethical trading policy

Quality, service and price are crucial, but never at the cost of the world around us. We believe in sustaining and ensuring our fair trade ethical policies worldwide. That's why every Zeco garment is made to follow our standards of conduct by obtaining fabric and labour from responsible sources only and taking ethical, economic and environmental issues into consideration.

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We recognise that the school wear industry is very sophisticated and highly labour intensive. That's why 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.

Zeco Ltd ensures that our all our suppliers adhere to the Ethical Trading Policy, which is based on the International Labour Organisation (ILO) and national and international laws.

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**NO CHILD  
LABOUR**



**NO FORCED  
LABOUR**



**FAIR  
WAGES**



**NO EXCESSIVE  
WORKING HOURS**



**SAFE WORKING  
CONDITIONS**



**NO  
DISCRIMINATION**



**FREEDOM OF  
ASSOCIATION**



**ANTI-BRIBERY  
POLICY**



## NO CHILD LABOUR

- Children or persons under 16 are not employed at any time, day or night.
- Young persons under 18 shall not be employed at night or in hazardous conditions.
- Must comply with all other child labour laws.



## NO FORCED LABOUR

- Do not use involuntary labour of any kind including prison labour, debt bondage or forced labour by governments.
- Staff are free to leave their employment after giving reasonable notice.



## FAIR WAGES & HOURS

- Staff pay rates are equal to or above the national legal minimum standards.
- Working hours comply with local national standards.



## SAFE WORKING CONDITIONS

- Staff receive Health & Safety information.
- Staff have access to toilet facilities and drinking water.
- Must comply with all applicable laws & regulations regarding working conditions.



## NO DISCRIMINATION

- Employ workers without regard to race, colour, gender, nationality, religion, age, maternity or marital status.
- Pay workers' wages & provide benefits without regard to race, colour, gender, nationality, religion, age, maternity or marital status.



## ANTI-BRIBERY POLICY

- No employee or associated person shall seek a financial or other advantage for the company through bribery.
- No employee or associated person shall offer, promise, give, request, agree to receive or accept a bribe for any purpose.
- Bribery and fraud by any Zeco employee or supplier will result in immediate dismissal and/or legal action.