

Ethical Trading Policy Statement

BRS Cleaning Contractors seeks to ensure that it only purchases goods that are produced and delivered under conditions that do not involve the abuse or exploitation of anyone and that those goods, services or products provided do not have a significant adverse effect on the environment.

Embedded in our management system is the consideration of the company's trading responsibility in respect of the environment and this forms part of the BRS Cleaning Contractors environmental policy.

This trading policy is to:

- Foster and promote good labour standards forming part of ethical supply chains for goods and services
- Raise awareness of fair and ethical trading amongst BRS Cleaning's staff, clients, suppliers, subcontractors, business and joint venture partners.
- Establish and continue to maintain the company's credibility as a purchaser of fair trading practices and ethically traded goods and services.
- Ensure that the company conforms to all of the requirements of current legislation where applicable to the services provided by BRS Cleaning Contractors.
- Ensure that the business activities of BRS are conducted within the scope of the Ethical Trading Initiative base-code.

Codes of conduct:

BRS Cleaning Contractors acknowledge the right of all employed labour to enjoy the following standards:

- Freely chosen employment
- The right to collective bargaining
- Safe, hygienic and suitable working conditions
- No child labour
- Appropriate living wage
- Not subjected to excessive working hours
- No discrimination
- Regular employment
- Humane treatment in all aspects

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BRS Cleaning Contractors seeks the following environmental standards:

- That a supplier's minimum compliance should encompass all statutory and legal requirements relating to the environmental effects of their business activities.
- That a supplier's performance standards are important and although a matter solely for the supplier should address the following as a very minimum:
 - o Waste Management
 - o Recycling
 - o Energy Use
 - o Energy Conservation

BRS Cleaning Contractors seeks the following business integrity standards:

- ✓ A Health and Safety Policy and Management system
- ✓ An Environmental Policy and Management system
- ✓ A Quality Assurance Policy and Management system
- ✓ An Equal Opportunities and Diversity Policy and Management system
- ✓ A Training and Development Policy and Management system
- ✓ A Corporate and Social Responsibility Policy and Management system
- ✓ A Business Ethics and Integrity Policy and Management system
- ✓ Meet all legislative requirements

BRS Cleaning Contractors Ltd, will, in partnership with its suppliers, implement this code of conduct as a shared responsibility.

BRS' principles for operating this code will be:

- A duty to communicate its commitment to suppliers and employees
- A duty to provide training
- A duty to undertake an audit and verification of the Code of Conduct

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