



ASPIRATION Hidrostal's aspiration is to work in a business that fully supports and meets the SEDEX aims for Labour Standards both within and throughout our supply chain. We aspire that all our customers employ this ethical approach without exception. We choose to work with ethical companies above those who do not support SEDEX principles.

PEOPLE We promote our values and ethos to our own people at Hidrostal and to our Customers, Partners and Suppliers. We share examples of our expectations with our staff to empower them to make sound and ethical decisions. We share our standards and values with our customers and suppliers to evolve and reflect best practice by all.

RESPONSIBILITY/ORGANISATION

The Directors and Managers at Hidrostal are committed to ensure that Hidrostal take a responsible and ethical approach to labour standards. The Directors are responsible for the overall Policy approach to Labour Standards and Human Rights whilst the responsibility to lead implementation of the policy lies with the Operations Manager for suppliers and the Managing Director for employees.

COMMITMENT

Both within its own organisation and those of its suppliers and in line with the SEDEX principles Hidrostal are committed to ensuring:

- Freely chosen employment with no forced labour
- No employment of children under the age of 16 (except for short-term, official work experience)
- Support of young workers to protect their health, wellbeing, development and education
- Freedom from all forms of discrimination, supported through strong HR procedures
- Freedom from all forms of harassment, supported through strong HR procedures
- Freedom of association and membership to trade organisations
- Fair and equitable working hours and rates of pay
- Paid leave for all employees on a fair and equitable basis
- Legal, recognised contracts of employment with all endeavours to provide continuous employment
- The view that employees are an asset to be developed and supported



Corinne Roome, General Manager