

DAVID BOWLER & SONS LTD [DBS]-SUPPLIER CODE OF CONDUCT.

HUMAN RIGHTS and LABOUR.

1. **Respect and support of Human Rights.**

DAVID BOWLER & SONS LTD is aware of its social responsibility in protecting fundamental human rights and is keen to ensure that all people, not only within its own organisation, but those working in its supply chain are treated fairly and equitably.

Therefore all suppliers must support and respect human rights and confirm that they do not take part in human rights violation.

2. **No Forced and Compulsory Labour.**

DAVID BOWLER & SONS LTD will not tolerate any form of forced labour from any of its suppliers. Any person employed or engaged by our suppliers must have voluntarily chosen to do so.

3. **No Child Labour.** Child labour as defined by the UN Convention on the Rights of a Child [CRC] as well as those under UK law must not be employed and therefore will not be tolerated.

4. **Freedom of Association and Collective Bargaining.** Any persons employed or engaged by our suppliers is entitled to form or join an employee organisation of their choice with the aim of conducting collective bargaining and defending their interests. Should national laws restrict their right, all employees should be given the right to form representations in order to promote their common interests and engage in direct dialogue with their employer.

5. **No Discrimination.**

Suppliers must support equal opportunities, fairness and diversity. All persons employed or engaged by our suppliers must be treated equally. DBS as a company does not discriminate with regard to sex, religion, age, race, social background, caste, nationality, ethnic and national origin, membership in an employee organisation, disability, sexual or political orientation or any other personal characteristic and will not from its suppliers.

6. **Adequate Wages and Working Hours.**

DAVID BOWLER & SONS LTD requires its suppliers within the UK to pay wages to its employees and Staff commensurate with those under UK law and in line with and under the UK Government Inspectorates legal working conditions and legal hours.

7. **Safe working Conditions.**

DAVID BOWLER & SONS LTD expects all its suppliers to offer Safe Working Conditions to its employees, visiting Clients and Guests, in line with those published by the various departments of the UK Government Inspectorates.

Occupational Health & Safety practices shall be promoted to avoid accidents and injuries at work or as a result of using company facilities and this should include Industrial Hygiene. Sufficient personal protective equipment must be supplied.