



PAC PROMOTIONAL PRODUCTS LIMITED

Ethical Sourcing Policy Statement

PAC Promotional Products Ltd is committed to providing a quality service to our customers and the general public by ensuring we meet specific standards and procedures as required by current legislation. The Company sources goods which are produced and delivered under conditions that **do not** involve the **abuse** or **exploitation** of any persons; encompassing the following aspects:

- Child/forced labour
- Conditions of work
- Health and Safety
- Discrimination
- Wages
- Hours of work
- Environment

1. Statement of Principles that Underpin our Ethical Sourcing Policy

1.1 Our goal is to source and produce products that are safe to use and fit for the purpose for which they will be reasonably used by the customer. Central to this goal is a belief that our products be made in a way that respects the people who manufacture them.

1.2 Through our Ethical Sourcing Policy we work to ensure expectations and relevant regulatory requirements are met in regard to safe working conditions, legal working hours and reasonable pay for work done.

1.3 Our factories and suppliers comply with all applicable environmental laws and regulations relating to the environmental impact of their business.

1.4 Sound supplier relationships are an integral part of our sourcing activities and as such we strive to apply our company values in our dealings:

1.4.1 Adhere to our internal Principles of Engagement

1.4.2 Deal honestly and responsibly in regard to commercial negotiations

1.4.3 Conduct our sourcing in line with our Code of Conduct

PAC Promotional Products Ltd
Lawrence House, Magdalen Street, Eye, Suffolk IP23 7AJ

T: 01379 872 710

W: www.pacpromotionalproducts.co.uk



2. Factories and Suppliers Compliance

2.1 It is expected that factories and suppliers comply and act in accordance with the PAC Group Ethical Sourcing Policy and can provide relevant independent audits, necessary certificates and patent compliance documentation to demonstrate adherence.

2.2 We employ Third Party Independent Auditors to conduct factory audits to consider workers' accommodation standards, workplace conditions and wages benchmarked to a clearly defined criteria

2.3 New suppliers are screened before they are given an order

2.4 All factories are aware of these standards and their obligation to meet them

3. Labour Relations

We expect our factories to adopt sound labour practices and to treat their employees fairly, in accordance with local laws and regulations relating to labour and employment.

4. Labour Relations Factory Audits

Factory audits consider workers' accommodation standards, workplace conditions and wages.

- Specific checklist items :

- o Employment Age
- o Hours and Wages
- o Health and Safety
- o Forced Labour
- o Discrimination

- These are benchmarked to Federal / National Conditions and comprise of observation, management and employee interviews

Steven Johnstone
Managing Director
02.01.2009

PAC Promotional Products Ltd
Lawrence House, Magdalen Street, Eye, Suffolk IP23 7AJ

T: 01379 872 710

W: www.pacpromotionalproducts.co.uk