Ethical and Responsible Sourcing Policy

Ekspan Limited recognises the duty that they share with suppliers and is committed to operating the highest standards of ethical and social responsibility in respect to all its products and services.

Promoting decent working conditions in our supply chains is part of our strategy to act in an ethical and socially responsible manner. In pursuit of our aims, we require that all our suppliers comply with our Ethical and Responsible Sourcing Policy which is based on the Fundamental Conventions of the International Labour Organisation (ILO) and national and international laws.
We expect all our suppliers to have ethical processes and policies in place throughout their supply chain. Ekspan will monitor supplier compliance with this policy through audits and a range of other tools to support the risk management and continuous improvement with our suppliers of the Ethical and Responsible Sourcing policy commitments.

Suppliers to Ekspan shall commit to ensure that:

Employment is freely chosen

There is no forced, bonded or involuntary exploited labour

Ensure workers are hired directly aligned with national law right to work checks

Workers are not charged fees and are not required to lodge “deposits” or withhold workers identity documentation

Workers have the freedom to terminate their employment after reasonable notice

Treat everyone fairly and equally

Respect the human rights of all workers so they are treated fairly and equally within their community

No worker is subject to any means of bullying, harassment, victimization or discrimination in employment

All workers are provided with fair and clearly written disciplinary and/or complaint policies and procedures

Worker’s representatives are not discriminated against and have access to carry out their representative functions in the workplace

Workers have the right to join trade unions of their own choosing according to national law

Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates the development for independent, free association and bargaining.

Working conditions are safe and hygienic

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A safe and hygienic working environment shall be provided, taking adequate steps to prevent accidents and injury to health.

Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.

Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.

Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.

The company observing the code shall assign responsibility for health and safety to a senior management representative.

Workers are of an appropriate age

Meet the requirements of the ILO Convention on minimum age and prohibit child labour.

There shall be no new recruitment of child labour.

Companies shall participate in policies and plans which provide the transition of any child performing child labour to enable them to remedy the situation and continue in education.

Children and young people under 18 shall not be employed at night or in hazardous conditions.

These policies and procedures shall conform to the provisions of the relevant ILO standards.

Living wages are paid

Wages and benefits paid for a standard working week meet national legal standards, or industry benchmark standards. Wages should always be enough to meet basic needs and to provide some discretionary income.

All workers shall be provided with written and understandable information about their employment conditions and expected wages before starting employment.

Deductions from wages as a disciplinary measure shall not be permitted.

Any deductions from wages not provided for by national law must be with the permission of the worker.

Working hours are fair and reasonable

Working hours must comply with minimum national legal standards, appropriate industry standards, collective agreements and international best practice

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All overtime shall be voluntary.

Overtime shall be used responsibly and compensated fairly.

Workers shall be provided appropriate rest days during a work period aligned with local and national laws and regulations

Appropriate safeguards are taken to protect the workers' health and safety

No discrimination is practiced

There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation

Work is freely agreed and documented terms of employment

Workers are provided with employment documents that are freely agreed and respect their legal and contractual rights aligned with local and national law

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