

Argraff Delyn Print Ltd

Sourcing and Ethical Principles:-



will not accept Goods on which children, younger than the age for completing compulsory education, subject to local laws and ordinances within the country, have worked or that have been produced under circumstances disadvantageous to their health, education or their development.



will not accept Goods on which children have worked to re-pay debts owed by any member of their family. Unless restricted by local laws, the **Supplier / Manufactures** must allow its employees the freedom of association and the right to collective bargaining.

We require **Our Supplier / Manufactures** to confirm that no identity papers or deposits from employees are held.

We require **Our Supplier / Manufactures** to verify that fire prevention, fire protection and dangerous substance spillage procedures are in place at the manufacturing facilities and in any dormitory housing provided for employees, and that all requirements in this regard are communicated to all employees.

Manufacturing facilities must be well lit and ventilated, aisles must be clear and accessible, protective railings must be placed on stairs and cages on lifts. Electrical wiring must be checked on a regular basis to ensure that it is in good condition, free of lint and dust. Machinery should be properly maintained at all times. Hazardous materials should be properly stored and disposed of.

We require **Our Supplier / Manufactures** to ensure that wages and benefits paid to its employees are at least consistent with the local laws or legislation governing minimum wages and benefits. Working hours must not exceed prevailing local maximum permitted working time. If overtime is required, the overtime hours must be paid at least consistent with local laws and legislation.


We require **Our Supplier / Manufactures** to ensure that they will not engage in or support discrimination in hiring, compensation, access to training, promotion, termination or retirement of its staff based on race, national origin, religion, gender, sexual orientation, union membership or political affiliation. The recruitment of its employees is made on the basis of ability to do the job.

We require **Our Supplier / Manufactures** not engage in or support the use of physical punishment of its employees.



will not accept Goods which have been made under labour conditions which do not satisfy the generally acceptable standards of decency. These are forced labour, i.e. by convicts who have been forced to perform hard labour during their imprisonment, dangerous labour and labour which is disadvantageous to health.

We require **Our Supplier / Manufacture** to comply with all local environmental laws and legislation and be committed to improving and investing in environmental efforts.

At all times  reserves the right to pay unannounced visits or appoint independent consultants to pay unannounced visits to the factories in which the Goods or parts of the Goods are produced to check whether these universal principles are being met.

April 2007