



## **Keysoe Cuddle Therapy Ponies CIC**

### **Labour Standards Assurance Policy**

Keysoe Cuddle Therapy Ponies CIC seeks only to trade with suppliers who commit to adhere to all applicable local and international legislation, the United Nations Universal Declaration of Human Rights (UDHR) and our own Code of Conduct, which helps to assure suitable labour standards. The code that we have adopted is the Ethical Trading Initiative (ETI) Base Code. This states that:

1. Employment is freely chosen
2. Freedom of association and the right to collective bargaining are respected
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

#### **We will ensure adherence to and awareness of these principles by:**

- Communicating our code of conduct clearly to all suppliers
- Working collaboratively with suppliers and positively engaging with the people in our supply chain to overcome issues and ensure the continuous improvement of working conditions
- Ensuring all our staff understand our Code of Conduct and that our practices do not encourage breaches of this code
- Complying with all local laws in each country

Anyone can raise a concern at any time about an incident that happened in the past, is happening now, or you believe will happen in the near future which breaches this policy by emailing [contracts@keysoe.com](mailto:contracts@keysoe.com).

The Management Representative for labour standards compliance for Keysoe Cuddle Therapy Ponies CIC is appointed and Senior Management endorse this policy.

**Signed:**

A handwritten signature in black ink, appearing to be "John", written over a faint circular stamp.

**Date: 1<sup>st</sup> March 2024**

**Position: CEO & Company Owner**