



ETHICAL AND SOCIAL COMPLIANCE POLICY

UP Global Sourcing UK Ltd. believe ethical sourcing is a vital part of any supply chain and we have the responsibility to ensure our business practices are both ethical and sustainable.

As Members of the Ethical Trading Initiative (ETI), the ETI Base Code (<http://www.ethicaltrade.org/eti-base-code>) underpins our programme and forms the basis of our engagement with suppliers, being the standard against which we monitor their performance. Its objectives and activities are delivered by a specialist Ethical & Social Compliance Officer and also dedicated local staff in the Far East.

- All factories supplying UP Global Sourcing UK Ltd. are liable to an Ethical and Quality Systems audit prior to shipment of goods.
- Any non-compliances identified during audit must be completed within the timescales detailed in the audit report.
- Failure to correct non-compliances may lead to cancellation of orders and preclude the supplier from future business with UP Global Sourcing UK Ltd.
- UP Global Sourcing UK Ltd. reserves the right to carry out unannounced audits at any time.
- These audits will be carried out by either a nominated third party or a member of UP Global Sourcing UK Ltd.'s organisation.
- Failure to comply with any of the points above may lead to shipments being delayed or cancelled and preclude the supplier from future business with UP Global Sourcing UK Ltd.

STANDARDS FOR SUPPLIERS

- Compliance with applicable laws & practices
- Freedom of Association & collective bargaining
- Employee compensation
- Immigration law & compliance
- Hours of labour
- Workplace environment
- Forced / prison labour
- Security
- Child / underage labour
- Right of inspection