

# **Turtle & Pearce Ltd**

## **Ethical Sourcing and Manufacturing policy**

**We recognising that overseas sourcing of material and/or made up goods can offer substantial cost benefits. We are aware of the potential social impact that offshore supply can have. For this reason we have developed this policy regarding humane manufacturing conditions in overseas countries.**

**The Flagmakers Group opposes the exploitation of child labour, and will not knowingly make purchases from manufacturers or their agents who do not comply fully with the labour, safety and other relevant laws of their respective country and the relevant ILO conventions on child labour and working practices. We will also not knowingly make purchases from any manufacturing source where workers of any age are expected to work in unreasonable conditions; for example where the levels of hygiene or safety or general environment are unsatisfactory taking into account local factors. We oppose the exploitation of workers generally and supports a fair reward and a good working environment, taking into account local conditions.**

**When sourcing from non EU/EFTA countries we obtain a written commitment from all our manufacturers, confirming compliance with our policy on ethical sourcing and manufacturing. We expect our suppliers to at least comply with the ETI Base Code.**

**We will take all reasonable and practical steps, to ensure that required standards are being met and maintained. We will also strive to be alert to any signs which may indicate that a production process may involve exploitation or represent a danger to health, safety or the environment.**



**Chris Deegan  
Managing Director**



**Paul Noble  
Operations Director**

**15<sup>th</sup> December 2009**