

Policy on Ethics, Human Rights and Supply Chain

While human rights law continues to be the primary responsibility of governments, it is widely acknowledged that non-state organisations, such as businesses can affect individuals' human rights during the course of their operations. Not only *can* companies do a lot within the context of their own business to respect human rights, but indeed they have a *responsibility* to respect them*. With regards to business ethics, numerous corporate scandals and the irresponsible business practice leading to the global economic recession highlight the significant and far reaching negative impacts unethical business practices can have on people's lives. The Danwood Group believe that as the primary engines of economic progress, ethical standards and respect for human rights should be embedded into the practice of *all businesses* as part of a stronger and more resilient economy.

The Danwood Group respect the universality of human rights and are committed to upholding the highest ethical standards in our own operations. These include:

- Equal opportunity and non-discriminatory treatment
- The protection of dignity at work and freedom from bullying or harassment
- Bribery and corruption prevention
- Protection for whistle blowers and right to collective bargaining
- Commitment to the ongoing reduction of negative environmental impact.

Our ethical standards are embedded into our employee inductions, relevant policies, code of conduct and disciplinary procedures.

The Danwood Group seek to encourage our supply chain to improve sustainability and human rights performance where it falls within our sphere of influence. Pressure through the procurement process is just one way in which companies can be encouraged to improve human rights performance in worldwide operations. Through the scoring of ethical, human rights and sustainability issues as part of our supplier assessment process, we believe that Danwood can play our part in incrementally increasing pressure for the raising of ethical and human rights standards. As well as the issues above, our supplier assessments include consideration of how suppliers deal with:

- The elimination of forced, compulsory or child labour in supply chain
- Acceptable working hours and conditions
- Pay of at least living wage in all countries of operation.

Signed:



**Colin Daniels,
Chairman and Managing Director**

Date: 5th January 2011



**Peter Hopton,
Group Purchasing and Logistics Director**

**Adapted from the Guide to integrating Human Rights into Business Management (Business Leaders Initiative on Human Rights, United Nations Global Compact) and ISO 26000:2010 (The International Standard for Social Responsibility).*