

Ethical Trading Policy Statement

Hanmere's ethical trading policy ensures that we and our supply chain partners continually raise the bar in meeting the social, economic and environmental challenges we face together.

Hanmere expects its suppliers to adhere to these standards.

This policy is endorsed by Hanmere's Management Team and it is the responsibility of all our employees to ensure its implementation.

Hanmere is committed to reviewing our policies to ensure they remain fit for purpose while reflecting the changing requirements of customers and stakeholders. The Managing Director has overall accountability for this policy and ensuring it is regularly reviewed.

Customer focus

- The customer is at the heart of everything Hanmere does and we expect our suppliers to adopt high standards in all activities that affect the customer, either directly or indirectly.
- This means ensuring that all suppliers fully adhere to Health & Safety requirements, limit the environmental impact of their work and minimise disruption to the public.
- Hanmere expects its suppliers to treat customers with the levels of respect and dignity with which we would wish to be treated ourselves. We expect our suppliers to be transparent, fair and open in all dealings with our customers, in keeping with our values.

Health and safety

- Health and safety is one of Hanmere's key one priorities and we expect our suppliers to share this objective.
- Hanmere's Health and Safety Policy makes clear our commitment to work with our suppliers and contractors to achieve our vision of being a 'zero injuries' business. We are committed to minimising risks within the supply chain and expect our suppliers to comply with health and safety policy, legislation and best practice when they are working on our sites.
- Hanmere is committed to providing health and safety support and advice to our suppliers and expect them to demand the same high standards from their suppliers.

Environment

- Hanmere's relationship with the environment is a vital element of our business. Ensuring we act in a responsible, sustainable way is an essential part of how we work. Our Environment Policy states our commitment to meeting, or improving on, legal and regulatory environmental requirements and applicable codes of practice.

Business ethics

- Hanmere commits to uphold the values of honesty, partnership and fairness in our relationships with stakeholders. For our supply chain partners, this means we are committed to adhere to all legislative requirements relating to

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procurement, data protection, financial rules and procedures, competition, bribery and corruption.

- Hanmere believes in conducting business fairly and have stringent rules and processes to prevent conflicts of interest, inappropriate offers of inducements, gifts and hospitality and fraudulent or dishonest behaviour. We will work only with suppliers who share these values and have similar policies and procedures within their own organisations.

Ethical treatment of workers

- Hanmere expects all its suppliers to treat their employees with dignity, fairness and respect.
- Hanmere recognises the Modern Slavery Act 2015, the Ethical Trading Initiative Base Code and the UN Global Compact as the recognised minimum standards regarding working hours, living wages, freedom of association and safety of employees. We expect our suppliers to meet these standards and to have the same expectations of these high standards from their suppliers.

Glen MORRIS, Managing Director



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