

ETHICAL TRADING POLICY

Martin Craft Bakery are committed to ensuring that the working conditions of our employees meet or exceed international standards. As such we are committed to the following nine provisions that are contained within the ETI Base Code:

1. Employment is freely chosen
2. Freedom of association and the right to collective bargaining is 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 practised
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed.

All Directors and Senior Managers are committed to implementing these requirements and ensuring that this policy is communicated throughout the company.