



HARDSCAPE
Inspire : Select : Supply



Social & Ethical Policy

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Hardscape Products Limited are environmentally responsible, adhering to ethical guidelines in the projects we undertake and endeavour to work with sustainably produced materials in the design of projects that will harmonise with and enhance their natural settings.

It is the policy of Hardscape Products Limited to undertake its activities in a socially, ethically and environmentally responsible manner. This includes the ethical treatment of employees, customers, associates, contractors, suppliers, investors and the public. The policy extends beyond the Company's direct dealings with people and includes the social impact of its activities.

Corporate

Hardscape Products Limited are committed to the principles of good corporate governance and to ensuring that its business is properly directed and managed for the benefit of its customers and employees.

The Company seeks to maintain an informative and pro-active dialogue with its stakeholders through regular meetings, presentations, written reports and the company's website.

The Company believes in honesty, integrity and professionalism in all aspects of its business. Bribery and corruption are unacceptable practices. The Company will not knowingly participate in money laundering practices and takes reasonable precautions to guard against this.

Accreditations

The Company is committed to the development of Quality Management Systems throughout its business, as recognised by BS EN ISO 9001:2008. The Company is also proud to be in the final process of assessment for the Investors in People Standard. Furthering its commitment to fair working practices and respect for the individual both in the UK and more specifically internationally, the Company received SGS accredited natural stone production facilities in South East Asia and India in respect of social and ethical conditions and standards.



Environmental Policy Statement

The Company strives to ensure that all employees are treated with respect and are appropriately rewarded. The Company seeks to operate above the standards laid down by employment legislation and the 1998 Human Rights Act requirements, to implement an effective Equal Opportunities Policy and to acknowledge staff representation. The Company facilitates effective communication with and between its staff by various means including staff presentations and meetings, and invites feedback through staff surveys.

The Company seeks to develop and train its employees to realise their full potential, as demonstrated by its Investors in People Accreditation and Training and Development Policy. This is achieved by annual personal development reviews for all employees.

Hardscape are presently foundation members of the ETI alliance and verification of the membership may be secured by contacting ETI Head of Membership: refer www.ethical trade.org or Glenn Bradley the Ethical Trading Manager with Hardscape.

The Ethical Trading Initiative (ETI) is a unique alliance of companies, Trade Unions (TU) and non-governmental organisations (NGO's), working in partnership to improve conditions for workers who supply goods to the UK & Ireland market. Our vision

is a world where all the workers are free from exploitation and discrimination, and work in conditions of freedom, security & equality.

Our commitment is to tackle working conditions in our supply chain. As a foundation member of ETI we adopt the ETI Base Codes, which reflect international standards on labour practices.

We will implement this code with all foreign staff and work with suppliers on the process of implementation. We report annually on our progress in implementing it.

Hardscape are committed to:

1. Ensuring employment is freely chosen
2. Ensuring Freedom of association and the right to collective bargaining by our work force is respected
3. Ensuring that working conditions are safe and hygienic
4. Ensuring that Child labour will not be used in our production process
5. Ensuring that living wages are paid
6. Ensuring that working hours are not excessive
7. Ensuring that no discrimination or caste system is practiced in the work force
8. Ensuring that regular employment is provided
9. Ensuring that no harsh or inhuman treatment is allowed.



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