

Ethical trading statement

February 2021

For Anthesis, ethical trade means that as a Company we care about, and take responsibility for, working to improve the employment conditions of the people involved in providing the services and commercial and business activities of the Company.

The Company's commitment to ethical trade is informed by the guidance published by the UK Government's Department for International Development. This includes, but is not limited to, the Ethical Trading Initiative (ETI). ETI is an alliance of companies, trade unions and voluntary organisations working in partnership to improve the lives of workers across the globe involved in, for example, consumer goods and services.

As part of its support for the ETI, Anthesis has adopted the initiative's Ethical Trading Code and the Principles of Implementation, which set out the approach to ethical trade.

Policy statement

Whilst there is no specific legal requirement for a company like Anthesis to have an ethical trading policy, this statement is part of the Anthesis Corporate Social Responsibility (CSR) programme and is accordingly signed-off by the Company Directors. It sets out the Company's commitment to ethical trading and associated practices across all of its commercial and business activities.

This policy statement will be provided to all Anthesis colleagues and will be placed on the policy section of the Company's HR Information System. The statement will also be published on the Company's website as part of its' CSR suite of policy statements. This is part of our commitment to communicate our clear position on ethical trading to all our key stakeholders, including partners, associates, suppliers and the people who work with our suppliers.

Anthesis is committed to this policy statement and will conduct its commercial and business activities in an ethical, legal, and socially responsible manner. This commitment extends to the Company's partners, associates, suppliers and all other external organisations with which Anthesis chooses to conduct commercial and business activities.

We recognise the responsibility that we share with our partners, associates and suppliers to source products and services in an ethical manner. We want our customers to be confident that people are treated fairly, and that they are not exploited or exposed to unsafe working conditions.

Practical arrangements

Anthesis seeks to develop long term relationships with our partners, associates, and suppliers who share our ethical standards. These relationships are based on the principles of fair, open and transparent, honest and straightforward commercial and business activities and dealings.

We encourage and support on-going improvement in supplier standards, including the clear expectation that any breach of our commitment to ethical trading is addressed by effective action and within an appropriate timescale. If critical issues are not properly addressed, we reserve the right to terminate the relationship in accordance with the applicable contractual rights and obligations.

Anthesis, together with its partners, associates and suppliers, will comply with all applicable national and international laws, regulations, codes and standards. Similarly, the Company and its partners, associates and suppliers will comply with the nine elements of the ETI Ethical Trading Code, summarised as follows –

- Employment is freely chosen, with no forced, bonded or involuntary prison labour, and only workers with a legal right to work in the relevant country will be employed
- Employment will be based on recognised employment relationships, as established through national law and practice
- Child labour will not be used
- No form of discrimination will be permitted, practiced or condoned
- Working conditions will be safe and hygienic, accompanied by action to prevent accidents and injury
- No harsh or inhumane treatment, including harassment or intimidation, will be allowed or condoned
- Working hours will not be excessive, and will comply with all relevant national standards
- Freedom of association will be respected
- Remuneration shall meet, at a minimum, all applicable national and legal standards

Director sign-off

This policy statement was approved on 17th February 2021



Tom Constantine
Director



Charles Noden
Director