

Our Ethical Trading Policy – June 2007

1 Working Conditions:

- Working conditions are safe and hygienic
- Working hours are not excessive
- No harsh or inhumane treatment is allowed.

2. Employment:

- Employment is freely chosen
- No discrimination is practised
- Regular employment is provided

3 Regulations:

- All government laws, rules and regulations are adhered to.

Delivering our policy: Our policy will be delivered by:

- Generating a culture that actively encourages best practices; and
- Ensuring the real involvement of all our people