**Human Rights and Ethical Trading Policy**

Central Employment aims to consistently and safely deliver a recruitment service to the requirements of our customers and in line with relevant ethical trading and human rights legislation. We recognise that our ethical and social performance, and our reputation, is a key part of our overall success. Thus, there is a business and a moral case to ensure human rights and ethical trade is upheld in our operations.

As a responsible business, we are committed to upholding internationally recognised human rights as outlined in the Ethical Trading Initiative’s (ETI) Base Code:

1. Employment is freely chosen.

2. Freedom of association and the right to collective bargaining are 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 practiced.

8. Regular employment is provided.

9. No harsh of inhumane treatment is allowed.

The 9 clauses of the ETI Base Code reflect the most relevant conventions of the International Labour Organisation (ILO) with respect to labour practices. the ETI Base Code allows us to assess our commitment to human rights, good employment conditions, and ethical business practices.

Respecting human rights is of great importance to the company and to multiple stakeholders, both direct – including our employees, and our clients – and indirect – including certification bodies, non-governmental organisations (NGOs) and civil society organisations.

We do not condone any abuse of human rights in our supply chains and operations. We will

take any allegations of disrespect for human rights seriously and will investigate appropriately,

and seek to remedy effectively.

No bribery, corruption, blackmailing, or bullying is permitted and if reported to have occurred will be investigated appropriately to seek effective remedy.

The Managing Director of Central Employment has overall responsibility and will delegate individual responsibilities to ensure human rights and ethical trade standards are maintained.



**Signed:** Mark Trett - Operations Director

**Date:** 21st June 2024

**Review Date:** 20th June 2025