

## HC SLINGSBY PLC

### ETHICAL TRADING POLICY

The Board of Directors of Slingsby recognise the Company's obligations to carry out its business in an ethical and responsible manner. Therefore, as a minimum, for its own employees and those within its sphere of influence in the supply chain the Company adopts the Base Code of the Ethical Trading Initiative (ETI), namely:

1. Employment is chosen freely.
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 practised
8. Regular employment is provided.
9. No harsh or inhumane treatment is allowed.

This policy is communicated to all employees and is available to the public on request or by visiting our website [www.slingsby.com](http://www.slingsby.com).



**Dominic Slingsby**  
Operations Director

05 February 2020