



## MUBWONS LTD ORCHARD & CONTRACTING SOCIAL RESPONSIBILITY POLICY

MUBWONS LTD is committed to ethical trading fundamentals, operating a socially and environmentally responsible business and protecting the rights of workers.

Every person is a unique individual and has the right to be treated with respect, fairness and dignity and to work in a safe, healthy and non-threatening work place.

In addition, we recognize the importance of caring for and protecting the environment in which we live and do business and therefore are committed to reducing waste, minimizing emissions, controlling hazardous substances and protecting our environment.

In order to demonstrate commitment to the above, MUBWONS shall;

- ◆ Comply with all applicable laws and regulations, specifically with regard to:
  - Employment
  - Environment
  - Health and Safety
  - Immigration
  - Human Rights
    - Preclude the use of forced, bonded or compulsory labor
    - Allow freedom of association and respect the right to collective bargaining
    - Provide a safe and healthy work environment for all employees and contractors
    - Ensure that minors are only employed under circumstances which protect them from physical risk and ensure their education and human development is not compromised
    - Prohibit discrimination in the workplace and ensure workers are to be treated with respect, fairness and dignity
    - Pay fair and legal wages, including benefits, holidays and breaks, and force no person to work unacceptable hours
    - Ensure all employees understand their responsibilities related to respecting and protecting our environment
    - Do not tolerate or engage in bribery, corruption, or unethical practices
    - Ensure all employees and employee representatives (if applicable) are aware of the complaints / suggestions procedure and will not be penalized for initiating one.
    - Review this policy annually and any associated procedures as necessary to ensure ongoing best practice

*Signed: Chloe King & Scott Ellison*

*Date: Jan 2021 Reviewed December 2021*