

**ENGINEERED SYSTEMS (ELECTRICAL) LTD**  
**Unit 1 Waterside Industrial Park, Waterside Road,**  
**Leeds, LS10 1RW**

**ETHICAL TRADING POLICY**

ENGINEERED SYSTEMS (ELECTRICAL) LTD understands that Ethical Trading means that we must look beyond purely economic objectives and minimum legal requirements and consider the wider implications of our business decisions.

We also consider our supply chains ethical trading policies as well as our own.

ENGINEERED SYSTEMS (ELECTRICAL) LTD is committed to monitoring social standards in our supply chain, and we encourage our suppliers to operate by the same ethical standard we employ ourselves.

We believe strongly in ethical principles and good stewardship and as such we consider the following ethical trading criteria:

- Working conditions are safe and hygienic.
- Child labour or exploitation is not used.
- Fair wages which are comparable to industry standard and always exceed the minimum wage.
- No deductions from wages as a disciplinary measure.
- Our working hours are not excessive.
- No discrimination is practiced.
- No harsh, cruel, or degrading treatment or practices are allowed.
- No bribery, corruption, blackmailing, or bullying is permitted.
- Third Party Suppliers and buyers are both free to sell and buy from any number of other businesses. No restrictions, as a way of guaranteeing business, are allowed.
- All employment is freely chosen.

ENGINEERED SYSTEMS (ELECTRICAL) LTD is committed to demonstrating its ethical and social responsibility credentials to enable customers to make informed choices about whose services they purchase.

**Signed by the Executive Responsible for Ethical Trading:**



**Michael Keith**  
**Managing Director**  
**Date: 28<sup>th</sup> August 2023**