



## ETHICAL TRADING POLICY

Ethical Trading is trade that attempts to be socially and environmentally responsible. It is trade in which companies and their employees should take responsibility for the social and environmental impacts of their business.

Ethical trading is an attempt to address failings of the global trading system such as.

- The exploitation of child labour
- Modern Slavery
- Racial and gender discrimination in employment policies
- Poverty wages
- The use of chemicals harmful to farmers, consumers, and the environment

Glen does not undertake work outside the United Kingdom, trade internationally nor purchase raw materials or goods directly from foreign producers.

Glen purchases materials, equipment, and other resources only from reputable suppliers.

Glen is certified to BS/EN/ISO 14001, The Environmental Standard and is committed to an Environmental Action Plan, details of which are contained within our Environmental Policy

Glen is committed to ensuring that all employees, contract workers, sub-contractors and clients are treated equitably and fairly and with dignity and respect. Glen will review its relationships with any company found to be trading unethically or in such a way as to discriminate against, harm or disadvantage their suppliers, employees, or the environment.

Managing Director

June 2024

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Please Note: Any reference to 'Glen' incorporates all organisations within the Glen Group of companies including Merak UK Holdings Ltd., Glen Group Ltd, RCB Business Solutions Ltd. & Glen Group Benefits Ltd.

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