



## **MSO Ethical Trading Policy**

### **Code of Conduct**

MSO Cleland Ltd is committed to sourcing quality merchandise and developing partnerships with suppliers who share common principles of fair and honest trading.

We are committed to ensuring that the merchandise we source is obtained only from suppliers who maintain satisfactory working conditions and at minimum comply fully with all legal requirements and the labour, health and safety standards of those countries in which processes take place.

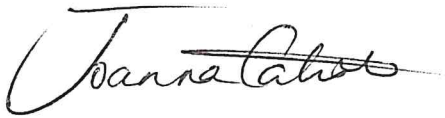
We seek to uphold the following standards in dealings with suppliers:

- We will seek to ensure that local law and good practice is observed for all employment relationships.
- All terms and conditions of employment must be compatible with fair, honest trading practices and have due regard to the welfare of individuals.
- We support a fair and reasonable reward for workers.
- We are opposed to the exploitation of children.
- We oppose the exploitation of workers in general and we will not tolerate forced labour or labour practices which involve the harsh or inhumane treatment of workers.
- Suppliers must ensure that all manufacturing processes are carried out under conditions which have proper and adequate regard for the health and safety of those involved.
- We are opposed to discrimination in all of its forms.
- We recognise our responsibility to the environment and will seek to ensure that our suppliers do not compromise standards which could impact adversely upon the local or global environment.

We will take all reasonable, practical steps and reserve the right to assess our suppliers to ensure that the required standards are being met.

We will only trade with those suppliers who are open to the process of assessment and who are working towards compliance with our code if they do not already do so. In the event of any supplier failing to do so, we maintain the right to end the business relationship and cancel outstanding orders. We do however recognise that in the event of non-compliance, withdrawal of our business may cause severe hardship to those employed and will therefore work with our suppliers to achieve compliance.

MSO's membership of Sedex supports the commitment to continuous ETI improvements with our suppliers.

A handwritten signature in black ink, appearing to read 'Joanna Calixto', with a long horizontal flourish extending to the right.

**J Calixto**  
**Managing Director**  
**Jan 2017**