

ETHICAL POLICY

Our Values and Principles

ROCK FALL UK LIMITED

GROUP POLICY

2007 - 2008

The designed Ethical Policy works in conjunction with all Rock Fall UK's brands and associated companies.

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Introduction

Rock Fall UK has formed an ethical policy that reflects not only the organisations high standard of morals and values but also their manufacturers in terms of how they behave and act.

Rock Fall UK has worked hard over the years to provide fair treatment for all their stakeholders and in the preservation of the environment. This policy will outline the ethics and policy statements that Rock Fall UK Ltd and its suppliers will support and operate accordingly.

Rock Fall UK Ltd, associated companies and brands will commit to the policy and ensure the abidance of core principles is effectively carried out.

2.0 Ethical Policy

Rock Fall UK Ltd is committed to the supply of safe, legal products that meet United Kingdom and European standards as well as meeting the needs of customers. Rock Fall UK Ltd is also committed to conducting its business according to the standards of good ethical practice which is contained within this policy.

2.1 Employees and General Employment Practices

Our staff work extremely hard to achieve our organisational aims and objectives, therefore they deserve to be treated fairly and be happy and motivated within their working environment.

We strictly prohibit bullying, harassment and discrimination in any form (verbally, physically and sexually) This doesn't only apply to current employees but also job applicants.

No worker shall be employed under the minimum age established by local law.

Rock Fall UK hold regular appraisals in which all of our employees are able to participate on an individual one on one basis.

No employee will be forced to work more than 48 hours in any week unless they volunteer to do so. If overtime is volunteered, this shall not exceed 12 hours and regular rest periods will be taken.

Part time and temporary employment complies with the legislation of local laws.

Employees are paid in accordance with local laws, taking into account minimum

wage, allowances and benefits. Overtime shall also be paid at premium rates.

All local laws for sick leave, maternity leave, paternity leave, holiday leave and statutory holidays are observed.

2.2 Working Environment

Rock Fall UK believes they should provide a safe and hygienic environment for which our employees work in, after all health and safety is our market.

- a) All of our working environments shall have written Health and Safety policies as well as risk assessments where necessary. These will be produced and managed by the company's health and safety supervisor.
- b) First Aid training shall be provided to nominated employees. This will ensure Rock Fall UK have a First Aider in all working locations throughout our head office.
- c) Rock Fall UK should also provide personal protective clothing to all employees that require it, this will be provided free of charge.
- d) All national Health and Safety laws and the Health and Safety at Work Act will all be met.
- e) Training will be provided to employees that are required to work around and on potentially hazardous machinery and equipment such as ladders, box lifters and banding machines.
- f) Rock Fall UK Ltd will also provide appropriate canteen areas, toilet facilities

and wash areas, to meet National laws regarding the Health, Safety and Welfare of its employees.

2.3 Customers

Rock Fall UK focus a lot on customer support and satisfying customer needs, after all, it's our customers that keep us in business and we feel they should be treated correctly.

Our products exceed the correct safety standards within the country they are being distributed. Our UK and European based safety footwear all exceeds the ENISO-20345 standard and our American based safety footwear all exceeds the ASTM standards. Not only this but all of the materials that goes into our products also meet strict abrasion tests to be sure of product quality.

Can your current safety footwear supplier provide you with all their standards certificates and itemised batch testing on all orders? If not your customer could be liable if one of their employees is to have an accident, do you think they would carry on purchasing from you...

2.4 Environmental Standards

Please refer to document, 'Rock Fall UK Limited Environmental Statement Policy'

2.5 Suppliers

At Rock Fall UK we are committed to sourcing the highest quality and most innovative products. This comes down to the factories and employees who produce them; therefore, we feel it's our duty to make sure that our suppliers are treated correctly and operate within a safe and hygienic working environment.

a) We forbid any of our product ranges to be manufactured in 'sweat shops' this is a factory that exploits employees to unsafe working conditions, excessive temperatures, abuse, and unfair pay.

b) Regular visits to the factories where our products are manufactured ensure that these standards are complied with.

c) All new and current suppliers to Rock Fall UK Ltd will undergo regular audits to maintain ethical standards and product quality

3.0 Standard of Product Check List

Our strict quality and ethical procedures ensure that all our products are developed and manufactured fairly but at the same time product quality is still to the highest standard whilst maintaining competitive prices.

3.1 Rock Fall UK Ltd Standard of Product Check List

Intensive research into the product to ensure it conforms to EN/ISO standards and other European standards throughout the products lifespan.

All returns are monitored and taken note of to ensure any persistent problems are rectified.

Rock Fall UK's sourcing team make regular visits to the Factories where our products are manufactured to ensure any problems during production are put right by the time of shipment.

Itemised batch testing takes place on all Rock Fall UK's products at source, this ensures all products that come into Rock Fall UK's Distribution Centre conform to company specifications

All final production samples are thoroughly analysed by our quality control team to ensure the product is able to meet the demand and expectations of the target customer.

All proposed new products are sent out to customers for feedback and their own recommendations on how the new product could be improved to meet the needs of the target customer.

All new and current suppliers to Rock Fall UK Ltd will undergo regular audits to maintain ethical standards and product quality.

4.0 Contacts

If you require any more information regarding Rock Fall UK Limited's Ethical Policy or would like to request a copy of the policy please write to:

**Rock Fall UK Ltd
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Wimsey Way,
Alfreton Trading Estate,
Alfreton,
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