



Ethical Trading Statement

Banner Ltd has for a number of years endeavoured to comply to high standards of ethical trading and we would like to take this opportunity to explain the steps that we as a company take to ensure that we maintain the highest possible standards as we continue to source more product overseas and further East.

- Banner Ltd is a member of SEDEX (Supplier Ethical Data Exchange) and it's a mandatory minimum requirement for all suppliers to become a member of Sedex and complete an SAQ (Self-Assessment Questionnaire) and a SMETA 4-Pillar audit or equivalent that covers Health and Safety, Labour, Environment, and enhanced Business Ethics, on an annual basis.
- Banner Ltd endeavours to ensure that all its suppliers are compliant with all local standards and laws of their country.
- Banner Ltd refuses to have any dealings with any company or individual that requires to make or receive any form of inducement in order to secure a commercial transaction and will terminate any ongoing relationships if evidence is found to demonstrate this.
- Banner Ltd endeavours to audit its ethical trading standards firstly through its local agents who supply quality control facilities and who are entrusted to ensure that our high expectations of factory facilities are maintained. Secondly, directors and senior management of our business make regular visits to our suppliers worldwide during the year.
- Banner Ltd has entered into Supply Agreements with all its suppliers, which includes their agreement to be bound by the Banner Ltd Code of Practice. The Code of Practice clearly defines the expectations and standards we require. The areas covered are:
 - Employment conditions for workers involved with the production of our goods.
 - Health & Safety standards.
 - Wages and working hours, including adherence to young person's working regulations.
 - Human Rights.
 - Disciplinary and employment records.
 - Risk Assessments.
 - Legal requirements.
 - Sewing and fabric quality standards.
 - Safety requirements, especially with regard to babywear garments.
 - Manufacturing requirements including CMT procedures.

A copy of our Code of Practice is available on request.

We firmly believe that the guidelines that we have in place ensure that we can produce a good quality garment compliant to all aspects of ethical trading.