



Ethical Trading Policy

Newline Logic Limited ('the Company'), trading as Daracore, recognise that our commercial activities have potential to impact on our suppliers, customers and our locality.

The Company requires all suppliers to observe and comply with this ethical trading policy

As a socially responsible business our suppliers, local community and customers have a right to expect:

- All workers involved in the delivery of services by the Company are treated with full consideration to their basic human rights
- The Company acts in an ethical manner above and beyond basic legal requirements
- The Company is therefore committed to implementing the principles of the Ethical Trading Initiative Base Code (although we are not members of the ETI)
- This policy sets out the Company commitment to its suppliers and customers; setting out the measures we are taking to ensure that we are acting in an ethical manner

The Company commitment to its suppliers, service providers and customers:

The Company recognises that our ethical and social performance and reputation is a part of our overall commercial success.

Employees:

The Company is committed to ensuring that our employment practices and the enforcement of corporate regulations ensure the protection of the rights of all those who work for us. In many areas we aim to operate above the minimum standards required by law to ensure our employees are safe, rewarded and valued.

Customers:

The Company is committed to demonstrating its ethical and social responsibility credentials to enable customers to make informed choices about whose services they purchase

Suppliers:

The Company is committed to monitoring social standards in our supply chain, and we encourage our suppliers to operate to the same ethical standards we employ ourselves

The Company Ethical Trading Code of Practice:

This code of practice applies to:

- Staff directly employed by the Company on temporary or permanent contracts
- Staff employed or provided by contractors or employment agencies to work on the company premises or to undertake work for or on behalf of the company

No forced, bonded or involuntary labour shall be used:

- All employment with the company is freely chosen
- Staff are free to leave the company after reasonable notice

No child labour shall be used:

- There shall be no recruitment of child labour
- Children or persons under 16 are not employed at any time, day or night

Working conditions are safe and hygienic:

- The Company takes adequate measures to prevent accidents and minimize potential hazards
- Staff receive regular health & safety training
- Staff have unrestricted access to toilet facilities and drinking water
- The Company has a published health & Safety Policy

Working hours and remuneration:

Are reasonable and comparable to other companies in our sector and regular employment is provided

- Staff pay rates are above the national legal minimum standards
- Staff are not forced to work extreme hours or work without adequate rest periods
- Staff are given written terms and conditions of employment that details the employment relationship between and the respective obligations of the employee and employer, rates of pay, working hours, grievance and disciplinary procedures, holiday entitlement, pension, absence and sick pay rules and notice periods for termination of employment
- No deductions are made from wages as a disciplinary measure, and pay slips used as a means to avoid obligations under labour or social security laws

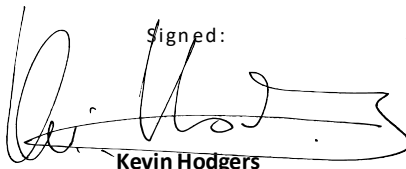
No discrimination is practised:

- There is no discrimination in pay, hiring, compensation, access to training or promotion, and
- Termination of employment or retirement on the grounds of race, nationality, religion, age, disability, marital status, sexual orientation, union membership or political affiliation
- Opportunities for personal and career development are equally available to all employees
- No harassment, threats, abuse or intimidation shall be practised. Physical, verbal and sexual threats, abuse, harassment or intimidation is expressly prohibited and grounds for summary dismissal, if proved

Organisation:

The Company Directors have overall responsibility for all aspects of ethical trading at work within the business.

Authorised by the Directors, for and on behalf of Newline Logic Limited, trading as Daracore:

Signed:

Kevin Hodgers

Director
March 2020