



## Ethical Trading, Equal Opportunities and Diversity Policy

It is the policy of Case to employ the best qualified personnel in all positions and not to discriminate against any person on grounds of race, colour, nationality, caste, ethnic or national origin, religion or belief, disability, trade union membership or non-membership, gender, sexual orientation, marital status, age, being part time or fixed term worker.

This policy extends beyond initial recruitment decisions to include offering equal opportunities for the development and advancement of all employees, including those relating to pay, conditions, promotion and the provision of training.

Case believe strongly in ethical principles and responsible management of people. We therefore guarantee that we trade to the following Ethical criteria that is compliant with the ETI (Ethical Trading Initiative) base code:-

1. All employment is freely chosen.
2. Work conditions are safe and hygienic.
3. Working hours are not excessive and with the exception of overtime are defined by contract.
4. All overtime is voluntary and is used responsibly.
5. Child labour is not used.
6. Wages are fair and comparable to industry standard and will always exceed the minimum wage.
7. Deductions from wages as a disciplinary measure shall not be permitted.
8. No discrimination is practised.
9. Regular employment is provided for those who are employed on a permanent contract.
10. No harsh, inhumane, cruel or degrading treatment or practices are allowed.
11. No bribery, corruption, blackmailing or bullying is permitted.
12. Immigration law is complied with.

The company operates recruitment procedures that support this policy and provide records to enable its effectiveness to be monitored.

### Regulations

The Equality Act 2010

Signed 

**Dave Newbury**  
Managing Director

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