

Ethical and Ecologically Sustainable Policy

At Fork Truck Direct Ltd, as a retailer and supplier of materials handling equipment, we recognise the responsibility that we share with our suppliers to buy, and sell our products in an ethical and ecologically sustainable manner. This policy is a core element of our commitment to responsible sourcing.

We want our customers to be confident that the people who make our products are treated fairly, with respect for human rights and are not exposed to unsafe working conditions. And those products are manufactured using ecologically sustainable resources and processes.

We believe that when ethical and ecologically sustainable standards are in place, this can improve worker wellbeing, productivity and quality, which benefits both our suppliers and our customers.

M T Dixon

A handwritten signature in purple ink, appearing to read "M T Dixon".

Director

Code of Practice:

This code of practice applies to:

All staff directly employed by Fork Truck Direct Ltd.

All purchases whether for resale or Fork Truck Direct Ltd internal use.

Fair Trade:

All transactions will be carried out with openness and fairness, transparency and consideration will be exercised at all times with the aim of not knowingly putting customers or suppliers to disadvantage.

Sustainable Sourcing:

All products sourced by Fork Truck Direct Ltd will as far as possible be from sustainable sources, and with consideration to the environmental impact in the production of those products.

Employment Is Freely Chosen:

No forced, bonded or involuntary labour will be used. Employees are not required to lodge deposits or identity papers with us. Employees are free to leave Fork Truck Direct Ltd after reasonable notice.

Working Conditions Are Safe and Hygienic:

Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment. Employees receive health & safety information. Employees have access to toilet facilities and drinking water. Fork Truck Direct Ltd has a published Health & Safety Policy.

Child Labour Shall Not Be Used:

There will be no recruitment of child labour. Children or persons under 16 are not employed at any time, day or night. Young persons under 18 will not be employed at night or in hazardous conditions.

Living Wages Are Paid:

Staff pay rates are equal to or above the national legal minimum standards. Members of staff are given information about their employment conditions in respect to wages. No deductions are made from wages as a disciplinary measure, and pay slips detailing lawful deductions are provided for each pay period. Employees are given clearly understandable written terms and conditions of employment that details the employment relationship and the respective obligations of the employee and employer.

Working Hours Are Not Excessive:

Employees are not forced to work in excess of 48 hours per week, a voluntary opt out agreement is available for those wishing to work in excess of 48 hours per week.

No Discrimination Is Practised:

There is no discrimination in pay, hiring, compensation, access to training, 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.

Regular employment is provided:

To every extent possible work performed must be on the basis of recognised employment relationships established through national law and practice. Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship will not be avoided through the use of labour-only contracting, sub-contracting and home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor will any such obligations be avoided through the excessive use of fixed-term contracts of employment.

No Harsh or Inhumane Treatment Is Allowed:

Physical, verbal and sexual threats, abuse, harassment or intimidation is expressly prohibited and grounds for summary dismissal, if proved.

Entitlement to work:

Only workers with a legal right to work in the country should be employed. For both workers and agency workers, original documents should be reviewed and then returned to workers to verify right to work.