

PLANE TALKING PRODUCTS LIMITED

SOCIAL COMPLIANCE POLICY

Plane Talking Products seeks to operate in an ethical way at all times. Our employees enjoy good working conditions and rates of pay; always exceeding the stipulated national minimum wage. The Company complies with all relevant UK and European Law with regard to Health and Safety, Employment and Anti-Discrimination.

In conducting business, Plane Talking Products operates in an open and transparent way seeking to agree contracts and ways of working that are in the best mutual interest of clients, the Company and its employees and suppliers. We conform to our customers codes of compliance. We do not offer or accept bribes in any form and are committed to trading honestly, fairly, with integrity and in compliance with the Bribery Act 2010.

Plane Talking Products is committed to ensuring all our factories are socially and ethically compliant to the highest standards. We carry out a continuous audit programme which covers all aspects of social and ethical compliance and follows the ETI Base Code (attached).

Using a 'top down' policy we ensure the commitment of senior management. Our team in China spend time with our factories providing education and information and supporting a continuous improvement programme.

Our policies are reviewed on an annual basis to ensure continued relevance.