

Ethical Purchasing Policy

Integrity Communication Group will only source goods and services from local and national suppliers who take into account relevant social, ethical and environmental factors in relation to the goods and services they provide.

Wherever possible we will procure from suppliers who:

- Have a Corporate Social Responsibility policy in place.
- Take account of national and other applicable laws regarding the fair treatment of employees.
- Respect the principles of international labour standards covering forced labour; health, safety & welfare; freedom of association and collective bargaining; prevention of any form of discrimination or oppression; employee harassment and abuse; disciplinary practices; working hours; remuneration.
- Have contractual employment terms that include reasonable minimum standards.
- As far as can be established do not engage in bribery or corruption.

Suppliers must not use forced, bonded or non-voluntary prison labour, nor should they seek to avoid providing their employees with their legal or statutory contractual rights.

Integrity Communications Group expects suppliers to demonstrate a commitment to equality of opportunity for individuals and groups and to address under-representation of particular groups and cultures and the need to provide skills and opportunities for people experiencing long-term unemployment.

It is the responsibility of the Group Purchasing Director to ensure compliance with this policy and to monitor suppliers against these requirements.

We will periodically review this policy with the aim of identifying opportunities to continually improve the procurement operations of the Company



Chief Executive
Integrity Communications Group