

Ethical trading code of conduct and Human Right

Doc No :	HRP 14
Rev :	01
Compiled By :	Mishka Dayanand
Approved By :	Managing Director

Purpose

To communicate to all our stakeholders, suppliers and interested parties the standards we use to manufacture our products and manage and regulate our human resource.

As a manufacturer that abides by the RTI Code of Conduct on International Labour Law to uphold human rights law, we expect all our stakeholders and suppliers to use and abide by the Ethical Trading Initiative (ETI) Base Code which stems from the international labour and the human rights law.

At Purple Rain Digital Printing (Pty) Ltd., we believe that everyone should be treated with respect and work in a safe environment. We are committed to ensuring good standards among our suppliers and stakeholders and we believe in engaging with them to bring about continuous improvements. Purple Rain strives to work with reputable suppliers and manufacturers who are committed to working towards compliance with the standards set out in the ETI Base Code below..

A process of self-evaluation, independent audit is in place to ensure that all of our suppliers meet acceptable standards and are working towards continuous improvement, and ultimately towards full compliance with the ETI Base Code.

This code is reviewed on an annual basis and is the responsibility of the Human Resources representative, Beverly Rugbeer, to keep the Company's Board of Shareholders advised on performance and ensuring that suitable support is available to the businesses.

	COMPANY POLICY		Doc No :	HRP 14
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The Policy & Procedure on Ethical Trading Initiative Base Code & International Labour Law

1. Employment is freely chosen

- There is no forced or involuntary labour.
- Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice which is agreed on.

2. Freedom of Association & The Right To Collective Bargaining Are Respected

- Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
- Any worker representative is not discriminated against and have access to carry out their representative functions in the workplace.
- Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

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3. Working Conditions Are Safe & Hygienic

- A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. 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 minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- Workers shall receive regular and recorded health and safety training and such training shall be repeated for new or reassigned workers.
- Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers (Not Applicable for Purple Rain)
- A member of senior management shall be assigned responsibility for health and safety.

4. Child Labour Shall Not Be Used

- There shall be NO recruitment of child labour.
- Where child labour is found, the employer shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child; "child" and "child labour" being defined below.
- Children and young persons under 18 shall not be employed.

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- The policies and procedures relating to the employment of children shall conform to the provisions of the relevant ILO standards.

5. Living Wages Are Paid

- Wages and benefits paid for a standard working week meet the minimum national legal standards or industry benchmark standards, whichever is higher. In any event, wages should always be enough to meet basic needs and to provide some discretionary income.
- All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.
- Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

6. Working Hours Are Not Excessive

- Working hours comply with national laws and benchmark industry standards, which ever affords greater protection.
- In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7-day period on average. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

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7. No Discrimination is practised

- There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

8. Regular Employment is provided

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

9. No Harsh or Inhumane Treatment is Permitted

- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

10. Environmental Impact is Managed

- Suppliers should measure and where appropriate, seek to reduce the environmental impacts of their business activities. In addition to complying with local laws, steps should be taken to optimise the use of energy and natural resources and reduce the generation of waste.

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The Impact on Human Rights for Neglecting Ethical Trading Initiative Base

Code

- Company is exposed to legal risks which may result in closure or hefty law suits
- Reputational risk to the company
- Employees might lose employment due to company closure
- Abuse of employee's rights in terms of earnings, discrimination on employment opportunities,
- Child labour practices, unfavourable working conditions, coerced labour and health & safety violations

The Impact on Human Rights by Stakeholders for Neglecting Ethical Trading

Initiative Base Code

The Company is put at legal risks for trading with non-compliant stakeholders and / or suppliers which may result in Reputational risk to the company Negative dent to the company's image which may have a negative effect on the relationship/s with other compliant stakeholders and /or suppliers which may harm prospects of successful operations.

The company might suffer a long-term starvation on prospects of new and future business opportunities and thereby restricting opportunity for grow and opportunity further employment.

Due to lack of grow, the company might be exposed to risks of being unable to compete in the market and thereby face potential closure which will result in loss of employment.

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Purple Rain's Stakeholders

The company's stakeholders are identified as below but not limited:

- Our Employees
- Our Suppliers
- Our Customers
- Service Providers
- Government Entities

SIGNED AT Cambid ON THE 12/09/2019



EMPLOYER/MANAGER

