

## **SMS Speedway Labour Standards policy**

SMS Speedway recognises that we have a responsibility to our customers and employees to ensure that we have a clear Labour Standards policy.

Our ethical policy covers:

- Child labour
- Right of collective bargaining
- Discrimination
- Health and safety
- Remuneration
- Working hours
- Slave labour

The Company policy is to comply with International Law, and to this end, the minimum Labour Standards are:-

1. CHILD LABOUR - The Company does not support the use of child labour.
2. RIGHT OF COLLECTIVE BARGAINING - We recognise this as a Human Right, employees have a collective say over pay issues, Equality and Health and Safety.
3. DISCRIMINATION - The Company does not support any discriminating practices in hiring, remuneration, promotion or training based on race, political belief, religion or any other factor and operates on the basis of Equal Opportunities.
4. HEALTH AND SAFETY - The Company provides a safe and healthy working environment in line with our Health and Safety policy. Sub - Contractors must also run a Health and Safety policy ensuring employees work which are safe and provide access to clean sanitary facilities and fresh drinking water.
5. REMUNERATION - The Company complies with National Laws both in the UK and Offshore where necessary.
6. WORKING HOURS - The Company complies with the applicable Laws on working hours and holiday entitlements. This applies to overseas contractors in the same way.
7. SLAVE LABOUR - We do not support forced or bonded labour including forced prison labour. Employees are free to leave with reasonable notice.

SMS Speedway commits to making available sufficient resources to implement this policy as appropriate to the nature and scales of its operations. We also review this policy regularly to ensure continual improvement.