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Detectamet Ltd & CK Safety Ltd is committed to conducting all of our business within the guide lines of the **The seven "C"s of ethical trading.**

**Labour**

Our HR records are fully compliant with all Health & Safety Regulations and updated weekly.  
 All our workers are given a weekly working schedule and are paid no less than the National Minimum wage for contracted hours and for overtime work.(UK)  
 We provide a safe working environment for all our staff to prevent any accidents or ill health.  
 We provide canteens & refreshments, sanitary provisions, safe light conditions and rest breaks over and above those stipulated by local and European Laws

We do not use Child Labour or forced prison labour in our factories or in our supply chain.

**Environment**

We abide by all applicable laws and regulations in force to protect the environment.  
 We continuously strive to reduce our carbon footprint and reduce any adverse effect on the environment we are responsible for.  
 We audit all of our suppliers by site visit, declarations and questionnaire to confirm they are committed to the same values as ourselves and our customers.


**Discrimination Free Policy**

We believe that all individuals have the right to be treated with respect and dignity regardless of differences between them, age, gender, marital status, race, sexuality, religion, culture, language or disability.  
 We work in an anti-discriminatory manner, challenging attitudes and behaviours that disadvantage individuals and or workers within our organisation or its supporting networks.

Company Registration No: 5103699 - VAT Registration No: GB 842 4113 57

Head Office Address: Unit 55 Halifax Way, Pocklington Industrial Estate, York YO42 1NR



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**Commitment.** Detectamet & CK Safety Ltd strive as a company to demonstrate that it is paying more than lip service to ethical trade. We aim to monitor how much money we spend on ethical trade and have a dedicated team of staff who work on sourcing suppliers & contacts and promoting our ethical trade polices

**Checks in place.** We have a credible system for assessing workers' conditions and make regular visits to all of our suppliers and associates.

**Corrective action.** We agree with our suppliers what improvements to workers' conditions are necessary and when they should be made, and work out how we are going to make sure agreed improvements happen.

**Capacity building.** Staff and suppliers are all part of our ISO 9001 Team with adequate training and support being reviewed on a monthly basis

**Core business.** Integrating ethical trade policies into core business decisions - like the prices paid to suppliers, and the lead times given to them to complete orders - is key to achieving widespread change for workers.


**Communication.** We believe Ethical Trade is so important – we convey our message to staff and suppliers at all levels.

**Collaboration.** We believe the only way to really make a difference is by working with other Companies, as well as with organisations that either represents and/or have specialised knowledge of workers' issues, such as trade unions and charities for example.

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