



A member of  
Alliance Boots

## **Code of Conduct for Ethical Trading**

Boots is committed to sourcing quality merchandise and developing partnerships with suppliers who share common principles of fair and honest trading.

We are committed to ensuring that the merchandise (and services) we source is obtained only from suppliers who strive to maintain satisfactory working conditions, comply fully with all legal requirements and the labour, health and safety standards of those countries in which processes take place.

In addition, we are committed to a continuous improvement approach regarding environmental and social sustainable development. This can be achieved by taking a balanced approach to economic activity, responsibility for the environment and social progress. We aim to meet the needs of our customers without compromising the ability of future generations to meet their own needs.

We seek to uphold the following standards in dealings with suppliers:

- We will seek to ensure that local law and good practice is observed for all employment relationships.
- All terms and conditions of employment must be compatible with fair, honest trading practices and have due regard to the welfare of individuals.
- We support a fair and reasonable reward for workers.
- We are opposed to the exploitation of children.
- We oppose the exploitation of workers in general and we will not tolerate forced labour or labour practices which involve the harsh or inhumane treatment of workers.
- We uphold the right of workers in conformity with local law to be members of trade unions of their own choosing and to bargain collectively.
- Suppliers must ensure that all manufacturing processes are carried out under conditions which have proper and adequate regard for the health and safety of those involved.
- We are opposed to discrimination in all of its forms.
- We recognise our responsibility to the environment and will seek to ensure that our suppliers do not operate in ways which could impact adversely upon the local or global environment.

We require all suppliers to observe the principles of this code and require that our suppliers, in turn, ensure similar principles are shared with their suppliers, manufacturers and contractors.

We will take all reasonable, practical steps and reserve the right to carry out announced and unannounced assessments of our suppliers to ensure that the required standards are being met at all times.

We will only trade with those suppliers who are open and transparent to the process of assessment and who are working towards compliance with our Code if they do not already do so. Suppliers must maintain proper and accurate employment, payroll and working time records for the assessment when it is needed. In the event of any supplier failing to do so, we maintain the right to end the business relationship and cancel outstanding orders.

We do however recognise that in the event of non-compliance, withdrawal of our business may cause severe hardship to those employed and will therefore attempt to work with our suppliers to move towards compliance.

Alex Gourlay  
Chief Executive  
Health and Beauty Division