

WILLIAM TURNER

Ethical Policy

April 2025

About us

William Turner & Son is the UK's leading manufacturer of schoolwear accessories, proudly operating across the UK and internationally. Our reputation has been built over decades through fairness, integrity, and ethical conduct in every aspect of our operations. These values are reflected not only in our products but in the way we treat people—our employees, partners, and communities.

We are committed to the highest standards of ethical business practice, transparency, and accountability across our supply chain. **This Ethical Policy outlines our core principles and responsibilities.**

1. Freely Chosen Employment

- Employment is freely chosen, and no form of forced, bonded, or involuntary labour is used.
- Workers are not required to lodge deposits or surrender identity documents.
- All employees are free to leave employment after reasonable notice.

2. Freedom of Association and Collective Bargaining

- All workers have the right to join or form trade unions and to bargain collectively.
- We maintain a constructive and open approach toward trade unions and their activities.
- Worker representatives are not discriminated against and can perform their duties freely.

3. Safe and Hygienic Working Conditions

- A safe, hygienic, and inclusive working environment is provided for all.
- We proactively assess and mitigate health and safety risks.
- Regular, documented health and safety training is provided for all staff.
- All facilities offer access to clean toilets, potable water, and, where relevant, sanitary food storage.
- Health and safety oversight is assigned to a dedicated senior manager.

4. Prohibition of Child Labour

- No child labour is permitted under any circumstances.
- We support and contribute to initiatives aimed at transitioning children out of work and into quality education.
- No person under 18 is employed in hazardous conditions or night shifts.
- Our policies are aligned with ILO Conventions and the UN Convention on the Rights of the Child.

5. Fair Wages

- Wages paid meet or exceed national legal standards or industry benchmarks—whichever is higher.
- Wages are sufficient to meet basic needs and include discretionary income.
- All workers receive clear written information about pay and conditions before employment and with each wage payment.
- No unlawful or disciplinary deductions are permitted.

6. Reasonable Working Hours

- Working hours comply with national legislation and international standards.
- A standard working week does not exceed 48 hours, and workers receive at least one day off in every seven-day period.
- Overtime is voluntary, limited to 12 hours per week, and paid at a premium rate.

7. Non-Discrimination

- We do not tolerate discrimination in hiring, pay, training, promotion, termination, or retirement.
- This includes discrimination based on race, caste, nationality, religion, age, disability, gender, marital status, sexual orientation, union membership, or political beliefs.

8. Secure and Transparent Employment

- Employment is based on lawful and recognised relationships as defined by national laws and industry standards.
- We do not use labour-only contracting or excessive fixed-term contracts to avoid responsibilities to workers.
- Apprenticeship programs are designed to impart real skills and offer meaningful pathways to employment.

9. Humane Treatment

- Any form of physical abuse, harassment, intimidation, or degrading treatment is strictly prohibited.
- We maintain a zero-tolerance approach to all forms of violence and coercion in the workplace.

10. Environmental and Social Responsibility

- We are committed to reducing our environmental impact and promoting sustainable practices throughout our operations.
- We encourage suppliers to adopt similar values and support ethical sourcing and responsible resource use.

Monitoring, Reporting & Continuous Improvement

- This policy is reviewed annually by our Board of Directors.
- Any required amendments will be made and reissued.
Previous versions will be archived and available upon request.
- Concerns or breaches may be reported confidentially, and will be addressed seriously, fairly, and without retaliation.

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