



ETHICAL TRADING POLICY

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WITH REGARD TO THE EMPLOYMENT OF ITS OWN PERSONNEL, ABP OPERATES TO THE FOLLOWING STANDARDA:-

1. THE COMPANY ADVERTISES, AND RECRUITS BASED ON APPLICATION. EMPLOYMENT IS FREELY CHOSEN AND STAFF ARE FREE TO LEAVE AT ANY TIME, PREFERABLY AT THE END OF THE APPROPRIATE NOTICE PERIOD.
2. EMPLOYEES ARE FREE TO BECOME UNION MEMBERS OR NOT, AS THEY WISH
3. ABP HAS A HEALTH AND SAFETY POLICY AND MANUAL. IT ENDEAVOURS TO PROVIDE A HEALTHY AND SAFE WORKING ENVIRONMENT FOR ALL EMPLOYEES.
4. THE COMPANY DOES NOT RECTUIT CHILD LABOUR. WHERE EMPLOYEES ARE BELOW THE AGE OF 18, DUE REGARD IS GIVEN TO THEIR WELFARE, HEALTH AND SAFETY.
5. PAYMENTS TO EMPLOYEE ARE AT LEAST OR ABOVE THE NATIONAL MINIMUM WAGE. THERE IS NO DIFFERENTIAL BETWEEN PAYMENTS MADE TO YOUNG PERSONS (UNDER 18) OR MEN/WOMEN.
6. THE COMPANY FOLLOWS AS A MINIMUM FREE EUROPEAN WORKING TIME REGULATIONS OF 1998, WITH REGARD TO HOURS WORKED, HOLIDAYS AND REST TIMES.
7. THE COMPANY OPERATES ITS OWN EQUAL OPPURTUNITES POLICY, WITH REGARD TO RECRUITMENT AND PROMOTION AS A MINIMUM.
8. THE COMPANY HAS ITS OWN DISCIPLINARY AND GRIEVANCE PROCEDURES.

WHERE THE COMPANY DEEMS IT APPROPRIATE TO USE THE FACILITIES OF AN EXTERNAL LABOUR PROVIDER, THIS WILL BE VIA THE COMPANY CONTRACT, ENSURING THAT RELEVANT LEGAL REQUIREMENTS ARE MET (GLA APPROVED), AND THAT THE PROVIDER ADHERES TO THE ABOVE STANDARDS WHERE APPROPRIATE.

WHEREVER POSSIBLE, THE COMPANY WILL ENDEAVOUR TO ENSURE THAT ITS SUPPLIERS FOLLOW A SIMILAR POLICY OR ARE WORKING TOWARDS IMPLEMENTATION.

[signature]

CEO
MANAGER
FINBAR MCDONNELL
DATE:

[signature]

GENERAL
[INSERT NAME]