

Planet & People

# Our Policies

*Phase Eight*

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Based on the [UN Guiding Principles on Business and Human Rights](#) (“UNGPs”) and the [Ethical Trading Initiative Base Code](#) and [Human Rights Due-Diligence Framework](#) (“ETI”), we have developed our operational policies with the view of respecting, protecting and remedying the human and labour rights of all those who work on our behalf.

Our core policies relate to our commitment to adopting the UNGPs, to benefit all those who work on behalf of Phase Eight and are our [Supplier Code of Conduct](#) the [Migrant Workers Employment Policy and Implementation Guidelines](#), [Homeworkers Policy](#), [Neptune Declaration](#), [Maritime Labour Convention 2006](#) and the [Young Worker and Child Labour Policy](#).

Other policies that are also related to ethical trade are our Anti-Bribery Policy, Whistleblowing Policy, Equal Opportunity Policy and our Compliance Handbook.

Our Supplier Code of Conduct is aligned with the ETI base code, with elements of the SAI SA8000 Standard:2014. It outlines the minimum social and environmental standards we expect each factory to meet and our expectations regarding the conditions in which our products should be manufactured.

Our Migrant Workers Employment Policy and Implementation Guidelines set out the supplier requirement to protect, respect and remedy the rights and welfare of migrant and contract workers, some of the most vulnerable to exploitation and modern

slavery. Within this policy, TFG Brands endorses the Employer Pays Principle, which reflects the Dhaka Principles for Migration with Dignity.

Our Homeworkers Policy communicates our position towards homeworking in our supply chains, providing support to our supply chain partners. Homeworkers exist in our supply chains and we are supportive of this. The majority of homeworkers are women who are balancing paid work with domestic and family responsibilities with few practical alternatives to provide income. We are committed to sustaining homeworkers’ employment and making their work as regular as possible, while contributing through our purchasing practices to improved rights, income, and working conditions.

The Neptune Declaration on Seafarers Wellbeing and Crew Change aims to promote and protect the welfare of seafarers. It was launched in response to the crew change crisis, which has resulted in around 400,000 seafarers stranded on ships because of coronavirus-related travel bans.

The Maritime Labour Convention 2006 is aimed at establishing minimum working and living standards for all seafarers working on ships flying the flags of ratifying countries.

Our Young Workers and Child Labour Policy prohibits the recruitment of child workers in our supply chains and outlines remediation guidelines.

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