



ETHICAL & SOCIAL RESPONSIBILITY POLICY

B3 Cable Solutions recognises that the supply chain exists on a global scale.

In partnership with its major customers and suppliers, B3 Cable Solutions is committed to ensuring that acceptable working conditions exist at all stages of the supply chain.

B3 Cable Solutions, in conducting its business activities, will apply the B3 Sourcing With Human Dignity Code, will act with social responsibility and will seek to promote, maintain and continually improve ethical standards.

These standards will be based on:

- **applicable labour, safety and environmental law within the country of manufacture,**
- **the principles captured in the United Nations Universal Declaration of Human Rights,**
- **the core conventions of the International Labour Organisation, specifically:**

ILO 29, Forced Labour Convention.

ILO 87, Freedom of Association & Protection of the Right to Organise Convention.

ILO 98, Right to Organise and Collective Bargaining Convention.

ILO 100, Equal Remuneration Convention.

ILO 111, Discrimination (Employment and Occupation) Convention.

ILO 105, Abolition of Forced Labour Convention.

ILO 138, Minimum Age Convention.

ILO 182, Worst Forms of Child Labour Convention.

and the non-core conventions:

ILO 26, Minimum Wage Convention.

ILO 155, Occupational Safety and Health Convention

S. Ellis

**Managing Director
B3 Cable Solutions**