

# Fair Employment & Ethical Trade Policy

At Badger Design, we are committed to ensuring fair, safe, and respectful working conditions for all employees, and to upholding ethical standards throughout our operations.

Our commitments:

- Fair Pay – We pay all employees fairly and transparently, ensuring wages meet or exceed the legal minimum and reflect the work undertaken.
- Equal Opportunities – We provide a workplace free from discrimination and promote diversity, inclusion, and respect for all individuals.
- Working Conditions – We maintain a safe and healthy work environment, complying with all relevant health, safety, and employment laws.
- Work–Life Balance – We respect employees' time by offering fair working hours and being flexible where necessary and possible.
- Employee Voice – We encourage open communication and ensure staff can raise concerns without fear of reprisal.
- Responsible Sourcing – We aim to work with suppliers and partners who share our commitment to ethical and fair employment practices.

This policy is reviewed annually to ensure it continues to reflect our values and responsibilities.

This Policy Statement has been approved & authorised by:

Name: Corinna Jones

Position: Sales Director

Date: 01/12/2025

Signature: 