



Human Rights Policy

For over 100 years the UK Greetings family, as a creator of greeting cards and social expressions products, has helped to make the world become a more thoughtful and caring place. We have a simple mission to create happiness, laughter and love. Our business practices support our mission resulting in a strong sense of corporate social responsibility. Integral to this is our commitment to conduct business in a way that respects the human rights principles encompassed in the Universal Declaration of Human Rights and the United Nations Global Compact.

UK Greetings does not tolerate any form of human rights abuse within our company or supply chain and our business practices endeavor to promote human rights and to discover abuses of human rights linked to our company. Should abuses of human rights be discovered we would act immediately to address the abuse and amend our practices if we believed we could reasonably reduce the risk of reoccurrence of such abuses.

At UK greetings our commitment to human rights is integrated into our day-to-day working practices. Other companies we consider human rights from three critical perspectives; (i) our people, (ii) our supply chain and (iii) the environment.

Our People

At UK Greetings it is really important to us that **all** our people find their workplace friendly and welcoming and we take steps to create an environment that values equality and diversity. Our people receive formal training on our equality and diversity policy which includes procedures that allow a robust response if these values have been compromised. The steps we take mitigate the risk of our workplace becoming afflicted by bullying, prejudice and harassment. Our Human Resource department's policies outline our commitment to protect the human rights of our workers ensuring freedom of Association, the protection of parental rights, the enforcement of working time restrictions and the provision of health and safety diligence.

Our Supply Chain

As a responsible customer we have an expectation that our suppliers will hold themselves to a similar high standard as ourselves regarding the protection of human rights. We require our unrelated suppliers to sign up to the Ethical Trading Initiative ("ETI") Base Code. Our terms and conditions of purchase contractually obligate our suppliers to comply with the Modern Slavery Act and we insist that all our suppliers in the Far East are ethically audited by an independent professional auditing team. Our Modern Slavery statement provides further detail on the steps we take as a business to mitigate the risk of modern slavery occurring in our supply chain, please see the UK Greetings website. The steps we take demonstrate our commitment to, amongst others, protections regarding child labour and enforced labour and the provision of health and safety diligence.



The Environment

UK Greetings understand that our actions impact our environment which in turn can impact our employees, our suppliers, our customers and the wider world. It is well documented that issues of deforestation and illegal logging compromising the human rights of many individuals who live in the affected areas and in response we have a robust paper sourcing policy that goes further than legislation requires. We will not tolerate any business practices that compromise our respect for the environment and the people who live in it by engaging in illegal sourcing of our products.

And Finally.....

We wish to be seen as a company which can be trusted, where commitment to human rights is unequivocal. This policy addresses each of these aspirations and we believe it will give our people, customers and suppliers the confidence they require.

Richard Wilkinson | Operations Director

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Prepared By:	Approved By :	Signature:	Page No.	Document Ref.	Version No.	Date:
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