



Employment Policy

This policy sets out TFCL's approach to freely chosen employment regarding all and existing personnel.

Our policy is compliant with The Ethical Trade Initiative Base code and the UK Modern Slavery Act 2015.

- There is no forced, bonded, or involuntary prison labour.
- Workers are not required to lodge "deposits" or their identity papers during their employment and are free to leave their employment after reasonable notice has been given.
- TFCL operates an open attitude towards the activities of trade unions and their organisational activities.
- Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new workers, along with the appropriate refresher training associated with the job role.
- Access to the appropriate welfare facilities will be always available.
- NO child labour recruitment
- Wages and benefits paid for a standard working week meet, at a minimum, national legal standards, or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.
- All workers will be provided with written and understandable Information about their employment conditions in respect to wages before they enter employment and about the of their wages for the pay period concerned each time that they are paid.
- Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.
- Working hours, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week.
- All overtime shall be voluntary.





Employment Policy

Continued

- There is no discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

Nick Farley
DIRECTOR

