

Social Accountability - Ethical Sourcing Policy

Trumeter respects and supports the protection of human rights and are committed to sourcing goods and services from suppliers that share our values.

This commitment is demonstrated by our efforts to meet all the requirements of the Social Accountability standard SA8000. This international standard is based on the principles of International Human Rights; International Labour Organization (ILO) Conventions; the United Nations (UN) Convention on the Rights of the Child and the Universal Declaration of Human Rights.

Trumeter is committed to sourcing goods and services from suppliers that can demonstrate awareness and adherence to the following:

- Child labour: No workers under the age of 15
- Forced labour: No forced labour, including prison or debt bondage labour; no lodging of deposits or identity papers by employers or outside recruiters.
- Health and Safety: Provide a safe and healthy work environment:
 - Take steps to prevent injuries
 - Provide regular health and safety worker training
 - Provide systems to detect threats to health and safety Provide access to bathrooms and drinking water.
- Discrimination: No discrimination based on race, caste, origin, religion, disability, gender, sexual orientation, union or political affiliation or age. No sexual harassment.
- Discipline: No corporal punishment, mental or physical coercion or verbal abuse.
- Compensation: Wages paid for a standard work week must meet the legal and industry standards and be sufficient to meet the basic need of workers and their families.
- Legal Requirements: All our suppliers must, in all activities, obey national and regional statutory requirements in the countries in which they are operating.



Gil Copitch
CEO

20th June 2025