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GIFTING, CLOTHING, WAREHOUSING & DISTRIBUTION

## ETHICAL SOURCING POLICY

OVERVIEW

THE POLICY

STATUS & AUDITING

RECOGNISED AUDITS



GIFTING, CLOTHING, WAREHOUSING & DISTRIBUTION

Blue Lemon is committed to the sourcing and purchasing of goods and services that are manufactured and supplied without human exploitation and in a manner that is committed to and supportive of the safety, health and wellbeing of the communities, regions and environments that we, (ourselves, suppliers and clients alike), all operate in.

Applicable for Blue Lemon and our suppliers, our Ethical Supply Policy will ensure:

- We are consistently sourcing products in an appropriate, ethical and responsible manner;
- Our staff are aware of and invested in this process;
- We are working with our suppliers to support and improve their circumstances;
- We will not work with suppliers who do not comply with our vision and who do not demonstrate zero tolerance in maintaining the policy;
- Protection for our brands and our clients brands

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Blue Lemon, our suppliers and their sub-contractors must uphold the following requirements:

## EMPLOYMENT

- Compliance to all local Employment Laws and Regulations, including maximum weekly hours and provision of (at least) the minimum wages and benefits as stipulated in local laws;
- Freedom from discrimination of any kind including gender; ethnic or religious based harassment or discrimination;
- Zero tolerance for Child Labour; Illegal Labour or Involuntary Labour. Staff must be able to freely and without recrimination Join appropriate trade unions and be able to operate under the appropriate local laws.

## HEALTH & SAFETY

Workers will be provided with a clean, safe and organised work environment, including:

- Clean bathrooms, safe drinking water and appropriate facility for food storage, preparation and consumption;
- Clean and safe worker accommodation, (where appropriate);
- Equipment that is properly maintained with safeguards as required by local laws;
- Training for staff to ensure their safe operation of all equipment at all times;
- Supply of personal protective equipment as required.

## MANAGEMENT OBLIGATIONS

- Suppliers must at all times behave professionally, ethically and with fairness and respect towards their staff, sub-contractors, customers, suppliers and environment;
- Suppliers must be aware of and compliant with the relevant local laws of employment, business and environment;
- Suppliers must work with subcontractors to ensure they are also compliant In these requirements and refuse to deal with sub-contractors unable or unwilling to comply.

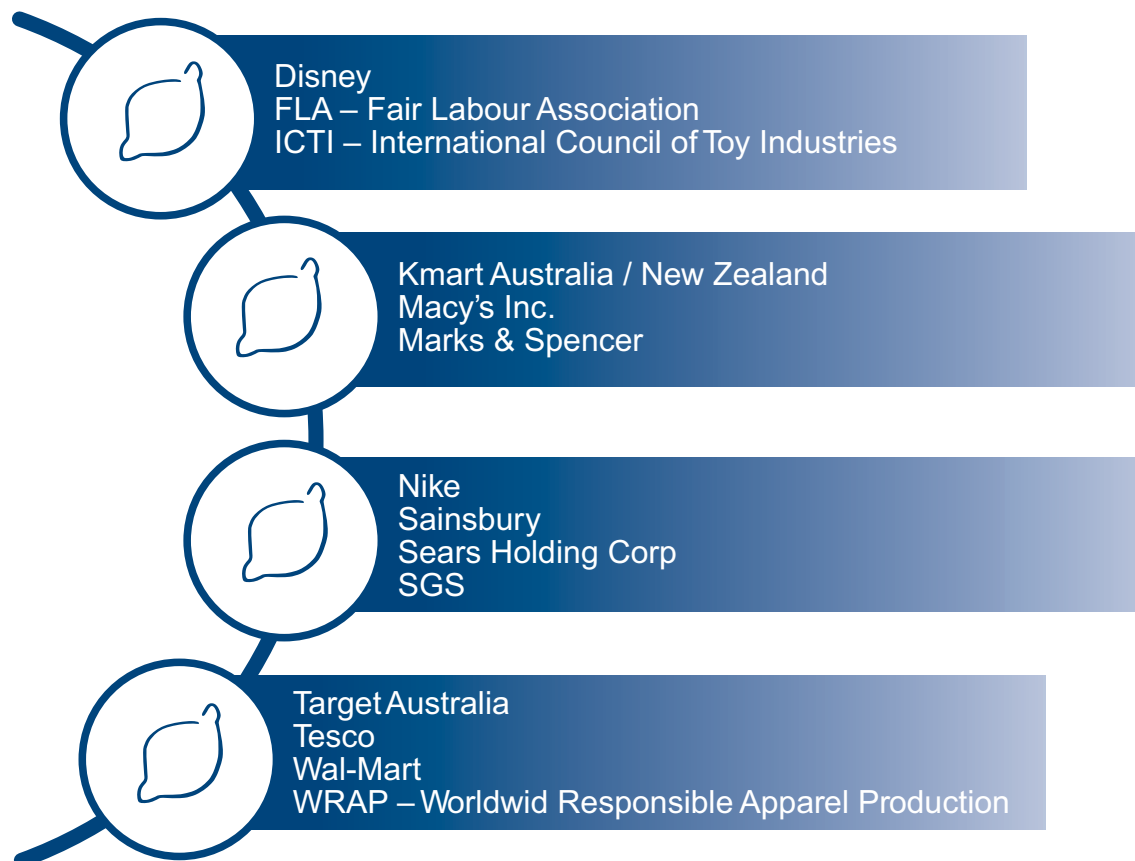
To be an approved supplier to Blue Lemon Trading (Pty) Ltd, suppliers must:

- Complete the Blue Lemon Supplier Data Sheet as and when requested and provide evidence of any certifications and audit status currently held;
- Suppliers must at any time and on request provide evidence of currently held and mutually recognised audits;
- The supplier and any sub-contractor must be willing to undergo additional auditing by Blue Lemon (or an independent 3rd Party) as and when required;
- Suppliers not able to provide information or evidence to the satisfaction of Blue Lemon will not be engaged by Blue Lemon;
- Suppliers not meeting the requirements of this policy may after taking agreed corrective action re-submit to be a supplier to Blue Lemon;
- The Blue Lemon Supplier Data Sheet (and accompanying audit information) must be re-submitted by the supplier every 12 months or at the expiration of any mutually recognised audits, whichever is sooner; prior to undertaking new works for Blue Lemon.



Blue Lemon accepts that there are many highly reputable auditing organisations with varying procedures and certification.

Some of the audits recognised by Blue Lemon Trading (Pty) Ltd are not limited to but include:



*For more information on the Blue Lemon Ethical Sourcing Policy or to apply for Approved Supplier Status, please email us at: [projects@bluelemon.co.za](mailto:projects@bluelemon.co.za).*

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