



RAPHAEL CONTRACTING LTD

RCL TRAINING AND DEVELOPMENT PLAN SHORT TRAINING SESSION ATTENDANCE SHEET

Title: (RCL- 75) – ETHICAL TRADING	Date: 25/08/2022
Location: 21 MOORFIELDS	Start Time: 07:30
Duration (Minutes) 30 mins	End Time: 08:00
Presenter's name: Jason Wray	Presenters Signature:

Candidate's Name	Name of Candidate's Employer	Candidate's Signature
V. BALIULIEVICIUS	RAPHAEL CONTRACTING LTD	 I Confirm that I have understood the Toolbox Talk
J. SMITH	RAPHAEL CONTRACTING LTD	 I Confirm that I have understood the Toolbox Talk
D. CONYERS	RAPHAEL CONTRACTING LTD	 I Confirm that I have understood the Toolbox Talk
J. BASQUILLE	RAPHAEL CONTRACTING LTD	 I Confirm that I have understood the Toolbox Talk
J. RYLE	RAPHAEL CONTRACTING LTD	 I Confirm that I have understood the Toolbox Talk
K. KULSINSKAS	RAPHAEL CONTRACTING LTD	 I Confirm that I have understood the Toolbox Talk
D. SANDERS	RAPHAEL CONTRACTING LTD	 I Confirm that I have understood the Toolbox Talk
J. RYLE	RAPHAEL CONTRACTING LTD	 I Confirm that I have understood the Toolbox Talk

Grant Claim information Note: Claims can only be made for your employees or labour-only sub-contractors.

No. Attended 08	Duration 30 mins	Total Time 4 hours	Employer Reference 2453745
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PERSONAL PROTECTIVE EQUIPMENT ISSUE REGISTER

SITE: 21 MOORFIELDS

OPERATIVE NAME	HARD HAT	SAFETY GLASSES	HI-VIZ VEST	GLOVES	EAR DEFENDERS / PLUGS	DUST MASK FFP3	REASON FOR ISSUE / REISSUE				SIGNATURE	DATE
							New	Lost	Damaged	Wear and Tear		
K. KULINSKAS						✓				✓		29/06/22
Chris Sanders						✓	✓				C.S	29/06/22
E. A. Manning						✓	✓				Amc 1.	29/06/22
K. O'Callaghan				✓						✓		12/07/22
I. GIRMU (Aria)		✓	✓				✓					25/08/22
B. SANDERS		✓					✓					29/07/22
D. SANDERS				✓						✓	D. Sanders,	22/08/22

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B. RAMCHANDE	RAPHAEL CONTRACTING LTD	 I Confirm that I have understood the Toolbox Talk
O. SLAV	RAPHAEL CONTRACTING LTD	 I Confirm that I have understood the Toolbox Talk
I. GIRBV	RCL / ASSA ABLOY	 I Confirm that I have understood the Toolbox Talk

Grant Claim information Note: Claims can only be made for your employees or labour-only sub-contractors.

No. Attended 03	Duration 30 mins	Total Time 1 ½ hours	Employer Reference 2453745
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Toolbox Talk No. 75 ETHICAL TRADING

Raphael Contracting Ltd has adopted a formal ethical trading policy. Ethical trade – or ethical sourcing means that we will support business practices that promote more socially and/or environmentally responsible trade and that we have a responsibility for the rights of the workers in our supply chain. These rights are set out in the Ethical Trading Initiative (ETI) Base Code, which contains provisions based on the principles set out below.

Why have we bothered?

There are lots of reasons why it makes good business sense to source ethically. For example, some companies have found that the increased communication with suppliers entailed in implementing an ethical sourcing strategy can help build trust among suppliers and so increase efficiency in their supply chain. Trading ethically can be a source of market differentiation with our customers. 'Conscientious consumers' are growing in number, prompting many small companies to market themselves and/or their products as 'ethical' or 'fairly traded'.

What does our ethical trade policy cover?

adoption of the ETI Base Code;
get management and staff buy-in;
find out as much as possible about our suppliers and their ethical and environmental policies;
communicate regularly with our suppliers and work with them to make sure they improve over time; and make sure our buying practices (e.g., lead times, pricing) don't constrain suppliers' ability to comply.

ETI Base Code principles

- *Employment is freely chosen*
- *Freedom of association and the right to collective bargaining are respected*
- *Working conditions are safe and hygienic*
- *Child labour shall not be used*
- *Living wages are paid*
- *Working hours are not excessive*
- *No discrimination is practised*
- *Regular employment is provided*
- *No harsh or inhumane treatment is allowed*

Where can I find ethical manufacturers / sub-contractors / suppliers?

Initial 'ethical' screening – all of our suppliers will be questioned on their ethical stance.

Look for trade union membership - this should at least mean that workers have the space to bargain for their rights with management.

Check for SA8000 certification - manufacturers who want to provide a public report of their good labour practices can obtain SA8000 certification. A list of SA8000-certified manufacturers can be found at www.sa-intl.org.

So what can I do to get information on my suppliers' labour practices? If you have the resources, it makes sense to visit the supplier in person and inspect the workplace/s yourself. Find out who your suppliers' other customers are, they may share information.

Ethical trade is... *about workers' rights*

Ethical trade does not... *address organic, environmental, food safety or other concerns*

Ethical trade should be... *about 'continuous improvement' – in other words, helping suppliers improve over time*

Ethical trade is not... *about expecting 100% compliance from your suppliers overnight*

Ethical trade should be... *integrated into the way you operate your business*

Ethical trade does not... *necessarily involve passing on a premium to consumers*

Ethical trade should... *involve communicating your ethical trade policy to your suppliers and colleagues*

Ethical trade should not... *involve companies making claims to their customers that cannot be backed up by evidence*

Major source: www.ethicaltrade.org

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