

Ethical Trading Policy Statement

Tributes Funeral Supplies Australia is a privately owned business that exclusively distributes Tributes LTD UK range of funeral products. Since its founding in 2007 Tributes LTD has developed good working relationships with all its manufacturing suppliers around the world from Eastern Europe to Asia and also within the UK.

They work closely with its suppliers to gain an understanding of their manufacturing processes and working conditions. We believe very strongly that persons working for its suppliers are treated fairly and benefit through working with Tributes LTD and its partners. Ethical considerations apart, we believe that having an ethical policy is good business practice and helps in creating long lasting, loyal partnerships that helps maintain reliable sources of supply.

We require all suppliers to provide a safe and clean working environment, pay fair wages (relating to the local economic environment) and not impose excessive working hours or use "sweat shop" labour.

As a minimum Tributes LTD and its distributors expects its suppliers to meet the legal requirements of their country.

A Director of Tributes LTD will visit all major overseas suppliers at least once each year to ensure our standards are applied and complied with.

Tributes Funeral Supplies Australia strongly supports and exceeds all standards set by Tributes LTD UK and its ethical trading policy.



James Rae - Managing Director, Tributes Funeral Supplies Australia

TRIBUTES

...naturally

Comment from Richard Bush - Chairman of Tributes Limited UK

"During the first couple of years of business we manufactured all products ourselves in our own workshop. Then, a neighbour of ours launched a charity called 'Link Romania', following the fall of President Ceausescu, and we worked together with him to help set up a Romanian cabinet maker with all the equipment required to manufacture our products. Link Romania provided the funding for this project, and were reimbursed over the next few years from the profit generated by the Romanian factory. 'Give a fishing rod, not a fish!' This capital was then re-invested by Link Romania on other similar projects. Nowadays the factory employs over 30 workers manufacturing solely for Tributes Ltd. Over the years we have funded more sophisticated machinery and raised the level of working conditions and safety standards, by providing better quality equipment: - air filters, well guarded semi-automated metering machines, spray booth etc.

In Thailand and China we buy from both very large factories and small 'cottage industries'. The large factories have modern machinery, much of it automated and computer controlled. By personally visiting and seeing our products being manufactured, we have been able to influence working conditions; one example was to get appropriate safety guards fitted to machinery.

With regard to the small family-run workshops both in Thailand and China, we visit as many of these as we can and see the working conditions first hand. Although they are often fairly basic, we are happy with what we see. Many of the family units have grown over the years employing more of their extended families.

We believe that by providing work for these "cottage industries", we are keeping families together, negating the common Chinese practice of family members migrating for long periods of time to bring in an income. We also hope to provide consistent and long-term employment.

We will not trade with any factory facility that uses CHILD, FORCED, or PRISON labour."

In building our global distribution channel we have sort to appoint like-minded partners who will adhere to our environmental and ethical standards policy. I believe this will grow a strong and successful channel for Tributes which in-turn result in better serving Tributes customers around the globe.



Richard Bush – Chairman, Tributes UK Limited