



Ethical Trading Statement Policy

Our Company views are shared by our partnering factories and supply chain. Our MD having witnessed at first hand the devastation that land mines can cause, along with the good that can be created in the Western companies as they increase trade with areas in need of support has guided the company in its views, which simply stated are as follows:

The workplace and our team

1. Ethical relationships with Workers - treat others as you would wish to be treated
2. We support modern Western practices of employment such as wages, holiday pay and soon to include sick pay.
3. Working conditions are comfortable for workers - this may still in some cases fall below Western standards but we do our best within the environment we are working in.
4. We believe that workers should have freedom of choice with regards to religion
5. Take pride in producing a great quality product
6. We have no military involvement
7. We do not accept the use of alcohol on the premises
8. No weapons are allowed
9. We do not accept drug use
10. We do not accept gambling
11. Smoking is prohibited on the premises

General

1. Ethical relationships with Suppliers - treat others as you wish to be treated
2. The ethical treatment of animals - why? Raw materials from the fields are still often transported by the use of animals
3. We are environmentally conscious, always trying to be more aware of our carbon footprint size, environmentally-friendly vs non environmentally-friendly, and understanding circular economy initiatives
4. We look after our stakeholders and shareholders
5. We abide by local government laws

Fair Trade

Fair Trade has become a common household term and desirable to the current industry. To be a Fair Trade company certain criteria is required and as with any organisation a membership fee to be paid.

A supplier membership fee is quite prohibitive. For the same amount of money required for joining fees for Fair Trade membership, we employ extra staff and feed more families. It is for these reasons we have not gone down the route of becoming Fair trade certified, but ensure that we treat everyone ethically as stated in our Policy documents.

Organic Cotton

We readily source Organic fabric and note that it can be an expensive yarn to purchase. The Organic process takes longer which can impact on delivery schedules. It is therefore advisable to consider lead time and expense prior to ordering organic fabric.

Our Management team make every effort to visit our production teams facilities and stay long enough to see actual production practices to satisfy to Kan requirements that workers are being treated well and fairly looked after. Kan also spend time to get to know and understand the production teams values to be sure that they align with our own values.

Catrina Clarke
Director