

Labour Agency Standards Policy – Declaration

Acknowledgement and Commitment

This document confirms that the undersigned labour agency has read, understood, and agrees to comply with the **Labour Agency Standards Policy** of Blends LTD, aligned with **ILO Conventions** and **Sedex/SMETA requirements**.

By signing this declaration, the labour agency confirms the following:

- ☐ Compliance with applicable labour laws, ILO conventions, and Sedex/SMETA standards
- ☐ No recruitment fees or related costs charged to workers
- ☐ No forced, bonded, trafficked, or child labour
- ☐ Written contracts provided in a language workers understand
- ☐ Legal wages, benefits, and working hours paid and respected
- ☐ Non-discrimination and fair treatment
- ☐ Respect for freedom of association
- ☐ Safe and healthy working conditions
- ☐ Access to grievance mechanisms without retaliation
- ☐ Full cooperation with audits and corrective actions
- ☐ No use of sub-agents without written approval from [Company Name]

Agency Declaration

Labour Agency Name: ☐ _____

Registered Address: ☐ _____

Country/Countries of Operation: ☐ _____

Sedex Membership Number (if applicable): ☐ _____

Name of Authorised Representative: ☐ _____

Job Title: ☐ _____

Email Address: ☐ _____

Signature: ☐ _____

Date: ☐ _____

On behalf of: [Company Name]

Onboarding documentation requirements

Please supply the following documentation to evidence compliance with our labour standards policy. (tick once received)

- **Contact of employment**
- **Payslip**
- **Company handbook**

Right to work documentation, ID and PPE will be monitored on arrival, please ensure workers attend with this so we can ensure legal and safe working conditions. No documentation will be retained; it will be viewed for verification purposes only.