

Norstone Ethical Policy

Norstone has a very strict ethical policy which ensures that the welfare and working conditions in our South East Asian manufacturing facilities are of the highest possible standard. We have built a brand new manufacturing plant that has allowed us to create a workplace environment equal, if not superior, to many in the Western world.

We place a significant importance on the welfare of our employees and we offer free accommodation and healthcare for our staff. We also have constant reviews of our safety regulations and provide regular onsite training to ensure a safe and productive manufacturing process. We believe that by providing a decent and caring working environment a happy, healthy employee is an efficient, effective and above all else, safe employee.

We aspire to the following ten points of ethical conduct relating to our role as manufacturers and stewards of our employee's and their family's futures:

1. Working conditions are safe and hygienic for all employees
2. Employment is freely chosen
3. Child labour is never employed under any circumstance
4. Wages are above government award
5. Wage incentives provide a healthy lifestyle for our employees and their families
6. Monetary assistance for the education of employees children is provided
7. Working hours are not excessive
8. Overtime is voluntary and meals are provided
9. Accommodation is provided to our employees free of charge
10. Employees are always treated respectfully and fairly

At Norstone, our suppliers are also held to our high standards. Our leadership team routinely visits our supplier's quarries and processing facilities to view for themselves the working conditions, and to ensure our high expectations of employee welfare and workplace safety are met. We believe that supporting companies who share our values will continue to lift the general standard of the local stone quarrying industry and is of immense benefit to the local economy in each quarrying region, improving living standards of those people who previously struggled with a subsistence lifestyle.

Norstone also seeks out global distributors that share the same values and beliefs and believe that mutual respect for these values can only improve the world. These distributors are encouraged to visit our premises regularly, to see for themselves how their orders are being processed and view the entire manufacturing process and discuss any issues or concerns they may have.

Our entire business model, from the supply of raw stone to the sale of finished products through our global distribution network, is based on and held accountable to the high ethical standards set forth above and we will constantly endeavour to produce high quality products whilst remaining competitive. However we will never compromise the welfare or working conditions of the people involved in the manufacturing process. Nor will we sacrifice quality or exploit the environment in the relentless pursuit of competitiveness to drive pricing down.