



Ian Firth Hardware Limited
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FSC CORE LABOUR POLICY STATEMENT

Ian Firth Hardware Limited shall apply, in all its operations and facilities, the FSC Core Labour Requirements, give due consideration to the rights and obligations established by national law and shall:

- not use child labour (anyone under 18 years of age)
- eliminate all forms of forced and compulsory labour
- ensure that there is no discrimination in employment and occupation
- respect freedom of association and the effective right to collective bargaining.

Under the FSC-STD-40-004 Chain of Custody Certification, Ian Firth Hardware Limited has adopted and implemented our Core Labour Policy which encompasses the FSC Core Labour Requirements and will maintain an up-to-date self-assessment. This self-assessment will describe how Ian Firth Hardware Limited applies the FSC Core Labour requirements to our operations.

We at Ian Firth Hardware Limited put forth a commitment to cooperate according to this policy and our senior management are strongly committed and have endorsed this policy.

This policy shall be reviewed annually and be made available stakeholders, Ian Firth Hardware Limited workers, FSC accredited certification body and other interested parties as appropriate.

A handwritten signature in black ink, appearing to read 'Ian Firth', followed by a horizontal line.

Ian Firth
Chairman