



Ian Firth Hardware Limited  
Lady Ann House, Shaw Cross Business Park  
Dewsbury, West Yorkshire WF12 7RD  
T: +44 (0)1924 438112  
E: [sales@ianfirth.co.uk](mailto:sales@ianfirth.co.uk)  
[www.ianfirth.co.uk](http://www.ianfirth.co.uk)

## **Human Rights & Modern Slavery Policy**

It is our policy at Ian Firth Hardware Ltd to abide by the following, and also to only engage with suppliers who are able to confirm they abide by the following points:

- 1 All workers are over the local legal age and are at least over the age of 15.
- 2 Young people below the age of 18 should not be permitted to do work which is potentially hazardous to their health.
- 3 Keep verified records of the ages of all their workers and where possible complete Home Office Right to Work Checklist and obtain and check original documentation.
- 4 Actively seek to eliminate child labour and the exploitation of children within their industry.
- 5 The working week should be strictly within the guidelines laid down under local law and should not be excessive.
- 6 Preferably all workers should be allowed at least one day off in every seven.
- 7 Keep accurate records of the hours worked by each worker.
- 8 Workers should be paid a fair wage, in line with others in same industry, and should be in accordance with local law, where appropriate. Employees are free to join a workers organisation. Union representation are invited to accompany workers to meetings
- 9 Have a Health & Safety Policy in place to ensure the well being of their workers.
- 10 First aid and medical facilities should be available for workers.
- 11 Provide clean, hygienic toilet, washing, dining facilities.
- 12 Ensure the buildings within which their workers are employed is regularly maintained and checked to ensure the building is a safe working environment.
- 13 An evacuation plan in case of emergency should be in place.
- 14 If workers live in, there should be adequate privacy and recreational facilities.
- 15 Have an Equal Opportunities Policy in place to eliminate discrimination.
- 16 Be mindful of their responsibility to the environment, and ensure their activities do not have a detrimental impact.
- 17 All staff are committed to respect all Human Rights and will endeavour to only use suppliers that do the same.
- 18 MODERN SLAVERY ACT 2015 - Ian Firth Hardware Ltd hereby confirms that it does not support or deal with any business knowingly involved in slavery or human trafficking and that our own business operations are and will continue to remain human trafficking and slavery free. The company does not engage in any form of forced or compulsory labour and expects all suppliers to do likewise.

Ian Firth  
Chairman