



Ian Firth Hardware Limited
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Human Rights & Modern Slavery Policy

It is our policy at Ian Firth Hardware Ltd to only buy products from 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 14.
- 2 Young people below the age of 18 should not be permitted to do work which is potentially hazardous to their health.
- 3 Suppliers to keep verified records of the ages of all their workers.
- 4 Suppliers should 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 Suppliers should 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.
- 9 Suppliers must 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 Suppliers should provide clean, hygienic toilet, washing, dining facilities.
- 12 Suppliers should 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 All suppliers must have an Equal Opportunities Policy in place to eliminate discrimination.
- 16 Suppliers must 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 so.
- 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.

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

Ian Firth
Chairman