SPECIALIST JOINERY FITTINGS LTD FSC® CORE LABOUR REQUIREMENTS POLICY STATEMENT

Specialist Joinery Fittings Ltd will apply, in all its global operations and facilities, the FSC Core Labour Requirements whilst giving due consideration to the rights and obligations established by national law and shall:

1. not use child labour (anyone under 16 years of age)

2. ensure no person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulations eliminate all forms of forced and compulsory labour

3. eliminate all forms of forced and compulsory labour

4. ensure that there is no discrimination in employment and occupation

5. respect freedom of association and the effective right to collective bargaining.

In addition this Policy Statement shall be:

6. reviewed at least annually

7. made available to stakeholders, Specialist Joinery Fittings Ltd workers and our FSC-accredited certification body.

Signed:

Name: Mr Ciaran O'Hagan

Management position: Managing Director

Dated: 28 September 2022

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www.fsc.org

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