

## Ethical Trading Policy

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### Overview

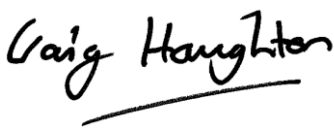
It is the policy of FixFirm to commit to only source from suppliers who fulfil the following statement of expectation in terms of ethical, environmental, and humanitarian criteria, irrespective of competitiveness, ability to supply or quality of product.

FixFirm declares that, to the best of its knowledge, it only sources products from manufacturers who meet with the following criteria;-

- Provide a safe and healthy working environment.
- Do not use labour below the local minimum age for the country where the factory is located.
- All supplying factories must have a health and safety policy providing for example: adequate personal protection equipment, marked fire exits, first aid equipment etc
- Provide clean, dry and well illuminated premises.
- Must adhere to environmental requirements where laid down by the local or national government.
- All hazardous substances are to be stored and disposed of correctly to ensure that there is no damage to the environment.

Employees at supplying factories must:

- Be paid at least the minimum wage rates as determined by the local or national government.
- Only work within hours as limited by the local or national government.
- Have access to hygienic and clean washroom and eating facilities.
- Be free from intolerance due to race, sex or creed.
- Be granted at least the minimum holiday entitlement according to the employer and the local government.



Craig Haughton  
Managing Director