

## **Modern Slavery Policy**

Firedstone Ltd is committed to the adoption of employment practices that meet the highest legal and ethical standards. Nowhere is this responsibility more important than in the policies governing the working terms and conditions of its own employees and the employees of its suppliers.

Firedstone has developed this Statement of Principles on Slavery and Forced Labour as an expression of its own commitment and the expectations we have for our suppliers. In addition, we strongly encourage our suppliers to require their own suppliers to adhere to these Principles.

We continue to undertake appropriate pre-employment checks to ensure a right to work in the UK, with further identity checks as required. All contracts of employment, and pay, are directly with the individual. We pay a minimum of the Scottish Living Wage. Our people Policies include "Whistleblowing and an "Anti-Slavery Policy" with each policy reviewed annually.

Suppliers who do not publish their own statements have been asked to adopt the Firedstone statement supporting the aims of the Modern Slavery Act.

Firedstone does not engage in or condone the unlawful employment or exploitation of any persons including children in the workplace, or the use of forced labour.

In accordance with the conventions of the International Labour Organization (ILO) and national laws, Firedstone will restrict direct employment to those aged 16 or older, or the local minimum employment age, or the mandatory schooling age, whichever is higher. Furthermore, all temporary workers employed by Firedstone and all third party-employed workers who perform work on Firedstone contracts, shall adopt these standards.

Firedstone also explicitly prohibits the use of forced labour, i.e. any work or service that a worker performs involuntarily, under threat of penalty.

Firedstone will not accept products or services from suppliers, subcontractors or business partners (collectively referred to as "Suppliers") that employ or use child labour or forced labour in any manner.

Firedstone Suppliers shall not employ or use in any manner any individual below the minimum employment age set by national law or by ILO Convention 138, whichever is the higher. ILO Convention 138 provides that the minimum employment age should be not less than the mandatory schooling age of the country in which the individual is employed and, in any case, not less than 15 years (except for certain developing countries, where a minimum age of 14 years is applicable), subject to permitted exceptions set by the ILO and national law.