



# RETAIL FURNITURE

## Chain of Custody Policy

Being Chain of Custody certified shows that we comply with the highest social, ethical and environmental standards on the market. As public concern about the state of the world's forests and timber resources increases, Chain of Custody provides us with a simple solution to complex environmental and social issues that affects our clients.

The Chain of Custody label is an effective way for us to get public and consumer recognition of our responsible practices. This gives us credibility with clients and business partners as well as financial institutions, governmental and watchdog organizations.

Chain of custody certification helps us to protect our brand and reputation and it allows us to access environmentally sensitive markets. Increasingly, governments and other organizations specify FSC® (FSC-C120310) Certified products in their purchasing policies and because FSC has the only globally valid standard, it is also the only standard that is no barrier to trade under the World Trade Organization (WTO).

This policy and the associated procedures are in place in order to implement our best efforts to avoid trading and sourcing wood fibre from the following categories:

1. Illegally harvested wood, forest products and protected and endangered species, including those listed on CITES appendices.
2. Wood harvested in violation of indigenous / traditional and human rights.
3. Wood harvested in forests where high conservation and cultural values are threatened by management activities.
4. Wood harvested in forests being converted to plantations or non- forest use.
5. Wood from forests in which genetically modified trees are planted. Regionally, nationally and internationally we seek to harmonise differing interests to optimise our contribution to a society globally.
6. Wood and wood fibre product that is harvested and processed where worker's health and safety is not prioritised.
7. In violation of any of the ILO Core Conventions, as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998.
8. Forest management activities which are not complying with local, national or international legislation, in relation to the payment of taxes and royalties.



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This policy is in place in order to implement our best efforts to comply with UK legal requirements and while at the same time fulfilling the objectives of the requirements of the FSC.

The organization shall not use child labour, employ workers below the age of 15, or below the minimum age as stated under national, or local laws or regulations, whichever age is higher.

The organization shall eliminate all forms of forced and compulsory labour. Employment relationships are voluntary and based on mutual consent, without the threat of a penalty. The organisation shall not practice physical and sexual violence, bonded labour, withholding of wages /including payment of employment fees and or payment of deposit to commence employment, restriction of mobility/movement, retention of passport and identity documents or threats of denunciation to the authorities.

The organisation shall ensure that there is no discrimination in employment and occupation.

The organisation shall respect freedom of association and the effective right to collective bargaining.