



ETHICAL TRADING POLICY

I.E. Bolt & Nut (2012) Ltd are totally committed to being an ethical retailer and work extensively to address human rights in our own operations, our trading relationships, and the communities in which we operate.

As a global business, we must respect local, cultural and political differences, but we always insist that our business activities adhere to basic human rights, as encompassed within the Universal Declaration of Human Rights. To ensure compliance with the Equality Act 2010, I.E. Bolt & Nut (2012) prohibits discrimination, harassment, and victimisation across all business activities. I.E. Bolt & Nut (2012) are committed to equality of opportunity for all individuals regardless of their protected characteristics.

We constantly assess all business activities to determine what direct or indirect impacts, to ensure compliance with human rights legislation, and continually strive to have a positive impact.

Our principles

- To benchmark our policies to ensure good working conditions which comply with international Human Right Standards.
- Continually review our strategic initiative, such as product development or market development so as to address all Human Rights implications.
- I.E. Bolt & Nut (2012) to adhere to all relevant International Human Rights Standards in areas such as working conditions, non-discrimination, and protection of privacy.
- I.E. Bolt & Nut (2012) must demonstrate full compliance with the Ethical Trading Initiative Code.
- Monitoring any impacts I.E. Bolt & Nut (2012) may have to ensure continuous improvement.
- I.E. Bolt & Nut (2012) maintain zero tolerance for bribery and corruption. In accordance with the Bribery Act 2010, I.E. Bolt & Nut (2012) and associated persons are prohibited from offering, promising, or giving financial or other advantages to induce improper performance of a business function.
- I.E. Bolt & Nut (2012) prohibits the use of all forms of modern slavery , servitude, and forced labour or compulsory labour in our operations and supply chains, adhering to the requirements of the Modern Slavery Act 2015 and Ethical Trading Initiative Code.
- Prohibiting child labour and ensuring all employment is freely chosen.
- Respecting the rights of workers to freedom of association and collective bargaining.
- Ensuring safe and hygienic working environments and the payment of fair, legal wages.
- Providing regular employment and ensuring no harsh or inhumane treatment is permitted.

This policy will be reviewed at regular planned intervals to ensure ongoing suitability.

SIGNED:

DATE: 20th March 2026

Adam Reeve - Managing Director