



ETHICAL TRADING POLICY STATEMENT

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.

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 Rights Standards.
- Continually review our strategic initiative, such as product development or market development so as to address all Human Rights implications.
- All I.E. Bolt & Nut (2012) Ltd adhere to all relevant International Human Rights
- Standards in areas such as working conditions and protection of privacy.
- All I.E. Bolt & Nut (2012) Ltd suppliers must demonstrate full compliance with the Ethical Trading Initiative Code.
- Monitoring any impacts I.E. Bolt & Nut (2012) Ltd may have to ensure continuous improvement.

SIGNED:

DATE: 5th January 2022

Chris Garwood - Managing Director