

Simpson top Management are fully committed to protecting the environment through the implementation and maintenance of its Purchasing and Policy in conjunction with this Chain of Custody manual.

The Company is further committed to complying with the "Policy of the Association of Organisations with FSC (FSC-POL-01-004) and the ILO Declaration on Fundamental principles and Rights at Work, 1988.

The Company declares that it will not be directly or indirectly involved in the following activities:

- **Illegal logging or the trade in illegal wood or forest products;**
 - **Violation of traditional and human rights in forestry operations;**
 - **Destruction of high conservation values in forestry operations;**
 - **Significant conversion of forests to plantations or non-forest use;**
 - **Introduction of genetically modified organisms in forestry operations;**
 - **Violation of any of the ILO Core Conventions, as defined in the "ILO Declaration on Fundamental Principles and Rights at Work, 1998"**
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- The Company will maintain registration to the FSC® (Forest Stewardship Council®) Chain of Custody scheme; ensuring that the requirements are fully implemented within the Company's management systems contained within this document.
 - The Company will purchase from well managed forests and not purchase endangered species on the Convention of International Trade Endangered List Appendix 1 & 2 (CITES); through the traceability and identification of FSC certified products as an integral part of the Company's Chain of Custody process. Complete records relating to all aspects of Chain of Custody shall be retained for a minimum of 5 years.
 - Furthermore, the Company shall not provide interested parties and stakeholders with misleading information and shall ensure information is clear and accurate.
 - The Company shall on request from customers provide details for species (common or botanical names); origin of species and proof of compliance with relevant trade and customs law.
 - This entire policy will be reviewed at least on an annual basis by The Directors.
 - This policy is deemed publicly available through the Company on request and/or via the website or promotional material.
 - The Company is committed to regulatory Occupational Health and Safety. The Company will comply with applicable UK legislation such as Children & Social Work Act 2017; Modern Slavery Act 2015; Employment Rights Act 1996; National Minimum Wage Act 1998 as contained in the Company Attestation (PD41).

A handwritten signature in black ink that reads "A. Gatenby".

Andrew Gatenby
Managing Director January 2024