



Barron Wood Distribution Limited

Ethical Trading Policy

Company Statement

Barron Wood Distribution (bwd) is committed to upholding the highest standards of social responsibility, fairness, and respect for human rights across all aspects of our operations. We are dedicated to maintaining ethical business practices and ensuring the well-being of our employees, customers, and the environment.

Our approach is underpinned by the Ethical Trading Initiative (ETI) Base Code, ISO 9001:2015 Quality Management, and ISO 14001:2015 Environmental Management System, with a focus on continuous improvement and adherence to legal and regulatory requirements.

bwd operates under the following principles:

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labour is prohibited
- Living wages are paid
- Working hours are not excessive
- No discrimination is tolerated
- Regular employment is provided
- No harsh or inhumane treatment is allowed

People

We prioritize human rights and work to prevent discrimination in all forms. Our policies ensure that:

Employees receive fair working conditions, including legal working hours, and are protected against exploitation such as forced or child labour.

High standards of safety and hygiene are maintained, as per the Health & Safety Policy.

We promote gender equality, diversity, and inclusion, in line with our Equality, Diversity & Inclusion Policy.

Employees receive wages that meet or exceed local living wage standards and have access to channels to raise concerns confidentially.

We recognize that employee training is crucial for understanding ethical labour practices. This aligns with our commitment to Continuous Quality Improvement, as outlined in our Quality Policy, where we continually enhance the skills of our workforce to ensure they perform effectively and responsibly.

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Environment

bwd is committed to minimizing its environmental impact through sustainable practices. We operate under an Environmental Management System (EMS) accredited to ISO 14001:2015, ensuring continuous improvement of our environmental performance across operations.

We focus on:

Reducing energy consumption and optimizing the use of resources, particularly in fleet management, facilities, and logistics.

Integrating renewable energy sources where feasible and minimizing greenhouse gas emissions and waste.

Engaging with our suppliers to encourage the adoption of eco-friendly practices, as referenced in our Environmental Policy.

Health & Safety

bwd ensures the health and safety of our employees, contractors, and visitors through robust systems and practices, as outlined in our Health & Safety Policy. This includes:

Maintaining safe and hygienic working conditions in all environments.

Conducting regular risk assessments and safety audits.

Ensuring that employees are equipped with the necessary PPE and receive appropriate health and safety training, aligned with our Quality Policy.

Monitoring and managing workplace health, safety, and well-being through continuous feedback and improvement.

Business Ethics

bwd operates with integrity, transparency, and professionalism. We adhere to all relevant laws and ethical guidelines, including those relating to anti-corruption, anti-bribery, and non-discriminatory practices, as specified in our Anti-Corruption & Bribery Policy.

Our approach includes:

Zero tolerance for bribery and corruption, with measures in place to identify and address unethical behaviour.

Compliance with all applicable anti-slavery and human trafficking laws, with clear reporting mechanisms for suspected violations, as per our Anti-Slavery & Human Trafficking Policy.

A commitment to transparency in all business dealings and ensuring that our suppliers meet the same high ethical standards.

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Expectations for Suppliers

We require all suppliers and partners to:

Comply with local and international laws regarding human rights, labour standards, and environmental protection.

Uphold anti-corruption and anti-bribery measures, as outlined in our Business Ethics policies.

Maintain high health and safety standards in line with our Health & Safety requirements.

Operate with a commitment to sustainable practices, meeting or exceeding ISO 14001 standards.

Continuous Improvement

We foster a culture of continuous improvement, guided by our commitment to quality management under ISO 9001:2015 and environmental management under ISO 14001:2015. This includes:

Setting measurable objectives and KPIs for performance and progress across all aspects of ethical trading, including labour standards, health and safety, environmental practices, and business ethics.

Regularly reviewing our ethical practices and supply chain management to ensure compliance with evolving laws and industry standards.

Using feedback systems to assess company performance at all levels, as outlined in our Quality Policy.

Summary & Conclusion

bwd is committed to ethical trading as an ongoing process, working collaboratively with suppliers and partners to improve standards across our entire supply chain. We will periodically review this policy to maintain its relevance and effectiveness in addressing emerging ethical trading issues.

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