



William Hands operate a certified FSC® Chain of Custody system. The company has signed the FSC License Agreement which incorporates the Self-Declaration regarding FSC-POL-01-004 to not be directly or indirectly involved in the following unacceptable activities:

- a) Illegal logging or the trade in illegal wood or forest products.
- b) Violation of traditional and human rights in forestry operations.
- c) Destruction of high conservation values in forestry operations.
- d) Significant conversion of forests to plantations or non-forest use.
- e) Introduction of genetically modified organisms in forestry operations.
- f) Violation of any of the ILO Core Conventions as defined in the ILO Declaration on Fundamental Principles and Rights at Work.

Furthermore, in accordance with the FSC Core Labour Requirements specified in FSC-STD-40-004 V3-1, William Hands undertake not to be directly or indirectly involved in the following activities:

- William Hands will not use child labour and will prohibit the worst forms of child labour. No persons under the age of 18 will be employed.
- William Hands will eliminate all forms of forced and compulsory labour.
- William Hands will ensure that there is no discrimination in employment and occupation.
- William Hands will respect freedom of association and the effective right to collective bargaining.

This is further supported by our Company Handbook, employment contracts and separate Modern Slavery policy.

William Hands commitment and policy on Health and Safety is set out in our Statement of Intent (H&S-PO-001).

This policy is available to interested parties including our employees, customers, suppliers and members of the public.

Robert Hamilton – CEO

2nd January 2025

(FSC license code FSC-C020730)