

## Ethical Trading Policy

As a leading distributor to specialist trades, The BSS Group plc ('the Group') is involved in sourcing product from around the world. The Group is committed to ensuring that in all offshore sourcing; it will deal with suppliers who follow fair and responsible practises, both in their employment activities and environmentally.

This policy sets out our commitment to promote respect for internationally recognised human and labour rights, ethics and the environment in our supply chain and the means by which we will integrate this commitment into our procurement activities.

### Scope

This policy covers all procurement and commercial activities by the Group and its Divisions.

The BSS Group plc expects its suppliers to comply with all applicable local laws and regulations and to respect internationally recognised human and labour rights including:

- Not using forced or compulsory labour
- Ensuring children are employed only under circumstances which protect them from physical risk and do not disrupt their education
- Respecting the rights of employees to join legally recognise labour unions
- Eliminating discrimination and harsh and inhumane treatment, including harassment, mental or physical punishment or other forms of abuse from the workplace
- Providing a safe and healthy workplace
- Ensuring that working hours and remuneration a reasonable and meet applicable national wage and hour laws and/or the relevant ILO standards

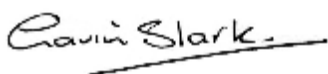
Suppliers will seek no improper advantage sought, including through the payment of bribes, to secure delivery of goods and services to The BSS Group plc.

In accordance with its Environmental Policy, the Group expects its suppliers to work with them to achieve high environmental standards.

To achieve the above, the Group will include labour standards, environmental performance in addition to health and safety performance in meetings with offshore suppliers, provide suppliers with information clarifying the Group's expectations and undertake product specific reviews of the risks and opportunities where merited.

Where concerns about human rights, labour, environmental or ethical issues are identified, we will work with our suppliers to make improvements to the issues arising.

The Divisional Commercial Directors have responsibility for this policy and will provide a written annual report on its implementation to The BSS Group plc Executive Committee.



**Gavin Slark**  
**Group Chief Executive**

25 June 2008

Approved by the BSS Board / Executive Committee on 25 June 2008