



Forest Stewardship Council® Policy & Core Labour Requirements



The mark of
responsible forestry



Alternative Heat Ltd are committed to the principles promoted by the Forest Stewardship Council (FSC)® of environmentally appropriate, socially beneficial and economically viable management of forests.

The adoption of the principles promoted by the Forest Stewardship Council® by Alternative Heat Ltd demonstrates its commitment to supporting responsible forest management practices that both protect biodiversity and ecosystem integrity.

Alternative Heat Ltd maintains Chain of Custody requirements in accordance with the FSC® Standards.

The aim of the Chain of Custody is to ensure the unbroken path of responsibly managed timber-based products from the forest to the consumer.

This encompasses all stages of processing, manufacturing, transportation and distribution.

Alternative Heat's Chain of Custody procedures will ensure that **FSC®** material is fully traceable throughout its supply chain.

It is the policy of **Alternative Heat Ltd** not to be directly or indirectly involved in the following activities:

- To 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)

As a company certified by **Control Union** (an **FSC® Accredited** certification body), **Alternative Heat Ltd** are able to supply **FSC®** certificated wood products.

We have established and follow a rigorous Chain of Custody system, enabling the Forestry Stewardship Council (FSC)® logo to be used in accordance with the appropriate FSC® Standard.

We achieve our objectives using a management system to ensure the following:

- The regular examination of suppliers and their certification
- The control and use of the FSC® logo to comply with the appropriate FSC® standard
- The control of purchasing of FSC® materials
- The examination and control of material and its documentation on receipt
- The control of FSC® material from storage through to supply
- The control of outsource operations
- The provision of appropriate despatch and invoicing documentation
- The examination of areas where this system could fail, with appropriate corrective action
- The training of personnel who could affect the FSC® process
- The auditing of the systems to ensure that they are fit for purpose and are followed
- The management control of the above activities and systems and provide the basis for continual improvement

Core Labour Requirements

Alternative Heat Ltd confirms that:

Child Labour

- We shall not use child labour.
- We shall not employ workers below the age of 15, or below the minimum age as stated under national, or local laws or regulations, whichever age is higher, except as specified in 7.2.2.
- (7.2.2) In countries where the national law or regulations permit the employment of persons between the ages of 13 to 15 years in light work, such employment should not interfere with schooling nor, be harmful to their health or development. Notably, where children are subject to compulsory education laws, they shall work only outside of school hours during normal day-time working hours.
- No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulation.
- We shall prohibit the worst forms of child labour.

Forced Labour

- We shall eliminate all forms of forced and compulsory labour.
- Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
- There is no evidence of any practices indicative of forced or compulsory labour, including, but not limited to, the following:
 - Physical and sexual violence

- Bonded labour
- Withholding of wages /including payment of employment fees and or payment of deposit to commence employment
- Restriction of mobility/movement
- Retention of passport and identity documents
- Threats of denunciation to the authorities

Discrimination in Employment and Occupation

- We shall ensure that there is no discrimination in employment and occupation.
- Employment and occupation practices are non-discriminatory.

Freedom of Association and the Right to Collective Bargaining

- We shall respect freedom of association and the effective right to collective bargaining.
- Workers are able to establish or join worker organisations of their own choosing.
- We respect the full freedom of workers' organisations to draw up their constitutions and rules.
- We respect the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organisation, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.
- We negotiate with lawfully established workers' organisations and/or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.
- Collective bargaining agreements are implemented where they exist.

This policy statement is available to the public via our website.



Signed:

Mr Connel McMullan
Managing Director

Date: 10/12/2023

Subject to Annual Review and revision by Management
