

Ethical Trading & Corporate Social Responsibility Policy

Ethical Trading statement

January 2026

- *Our purchasing activities will be conducted so that any supplier that has the necessary abilities to be of service to Weir & Carmichael Ltd has a fair opportunity to secure our business.*

- *We will only work with suppliers that our own customers would be prepared to trade with. We will avoid using companies at home or overseas, that exploit child or sweated labour that disregard basic health and safety provisions or that wilfully and avoidably damage the environment.*

- *As our basis for commitment to ethical labour practices we abide by the base code of the Ethical Trading Initiative. Our suppliers have confirmed their full commitment to the principles of the code and their adherence to all national and local laws and regulations relating to their workforce. In addition to visits we undertake ourselves, our suppliers will co-operate fully with any inspection or enquiry you may wish to undertake.*

Our dynamic sourcing policy means that new suppliers have to be audited on strict quality and ethical aspects. We ensure all our suppliers and contractors within our supply chain comply with our environmental and ethical policies.

Community Engagement

We sponsor various local football teams to help support our local economy, and are proud to be investing in children in Merseyside.

Employee Investment

Weir & Carmichael are committed to:

- *Developing a workforce with mutual trust and respect*
- *Recruiting, employing and promoting employees on the basis of objective criteria and the qualifications and abilities needed for the job to be performed in line with our Equal Opportunities Policy*
- *Rewarding good performance in the workplace with an internal employee nomination scheme.*

■ *We are committed to improving business performance by offering various training courses to all our staff*

■ *In 2015, twelve staff undertook work based vocational qualifications which will provide them with an NVQ equivalent qualification in various areas including customer services, warehouse and distribution.*