

XL Joinery Ltd (T/A Golden Pharos Europe Ltd) Ethical Sourcing Policy Statement



XL Joinery Ltd is a leading supplier of interior and exterior doors and ancillary joinery products in the UK, with one of the largest stockholdings in the country. XL Joinery is committed to promoting positive working conditions and practices throughout the supply chain. This is achieved by implementing the principles of the Ethical Trading Initiative (ETI) Base Code, and by encouraging and supporting our suppliers to do likewise.

XL Joinery Ltd is wholly committed to the core elements of the Base Code*:

- Employment is freely chosen
- Freedom of association
- Working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practiced
- Regular employment is provided
- No harsh or inhumane treatment is allowed

*Further information on the core elements are available here:

<https://www.ethicaltrade.org/resources/eti-base-code>

Top Management at XL Joinery are committed to continual review and improvement of this Ethical Sourcing Policy. Where deemed necessary, this policy will be amended and re-issued.

Signed: *Mark Williams*

Position: Director of Technical and Product Development

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