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January 1, 2012

An Open Letter from F. W. Bryce, Inc.....

F. W. Bryce joins its customers and other stakeholders in their deep concern with the compliance of all suppliers with their social and regulatory responsibilities. From the observance of local labor laws through to respect for sustainable resources, we want to express our thanks to all concerned, and ask everyone to join us in endorsing the ideas and policies of F. W. Bryce set out in this letter.

We have asked that this letter be posted to our website so that we may all join in this important dialog, and so that all F. W. Bryce suppliers fully understand that this letter constitutes a list of their obligations and undertakings as a condition of transacting business with us.

Human Resources. F W Bryce requires that all suppliers comply in every regard with their respective laws and regulations governing working hours, wages and benefits, minimum employee age, forced or prison labor, and all other aspects of their laws contributing to a clean, healthy and safe workplace...fully respecting the spirit of human rights, non-discrimination, and an abhorrence of slave labor and human trafficking.

1. Although F W Bryce does not retain the services of independent verification agencies in order to address the risks therein of human trafficking or slave labor, it does look to audits conducted by such agencies under certain circumstances, and requires that all suppliers maintain full compliance with terms of this letter at all times.
2. Independent audits, both announced and un-announced, are occasionally required, and may at any time become a prerequisite

for any supplier's continuance in their role as a supplier to F W Bryce.

3. F W Bryce does not mandate written certification of compliance with these requirements, but fully expects complete voluntary compliance
4. This letter sets out all accountability standards and compliance regarding slave labor and human trafficking, and compliance failure may result in the termination of business relationships.
5. By copy of this open letter, all F W Bryce employees are on notice of these business requirements and shall seek whatever guidance and training they feel necessary from all members of their management team.

Many thanks for your continuous commitment to these principles.

Sincerely,  
F. W. Bryce, Inc.