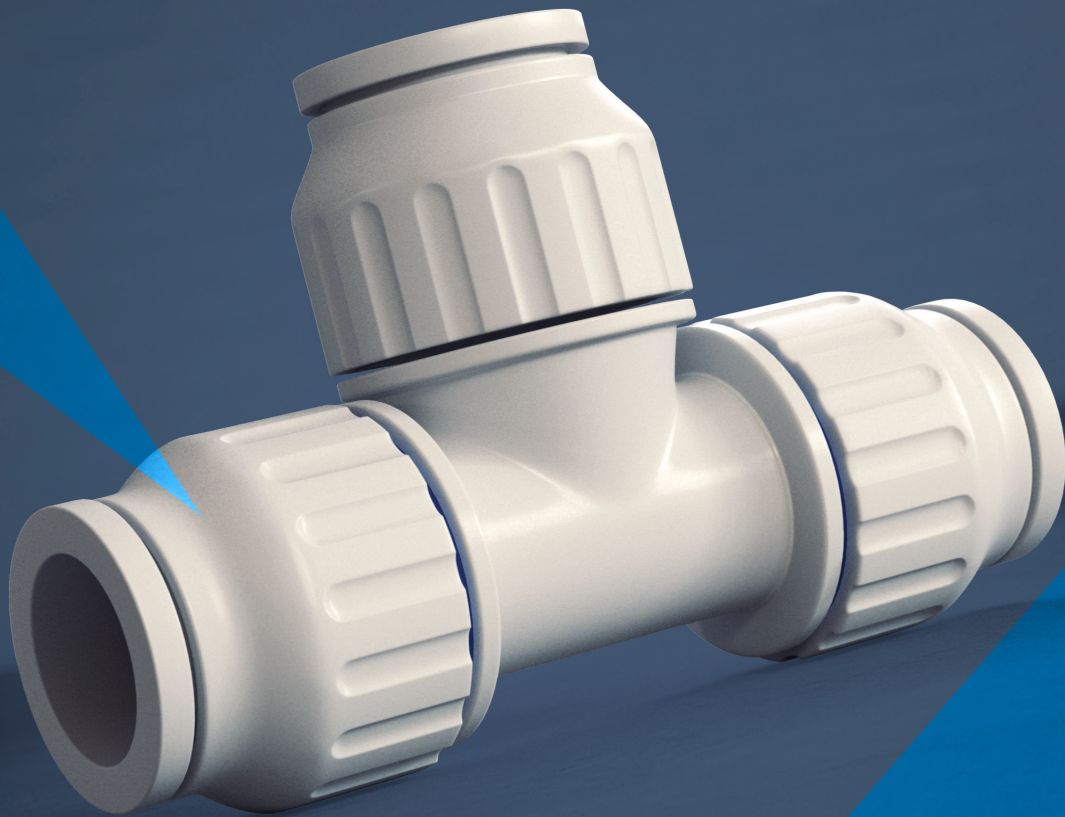


Brymec 
Built for Tomorrow

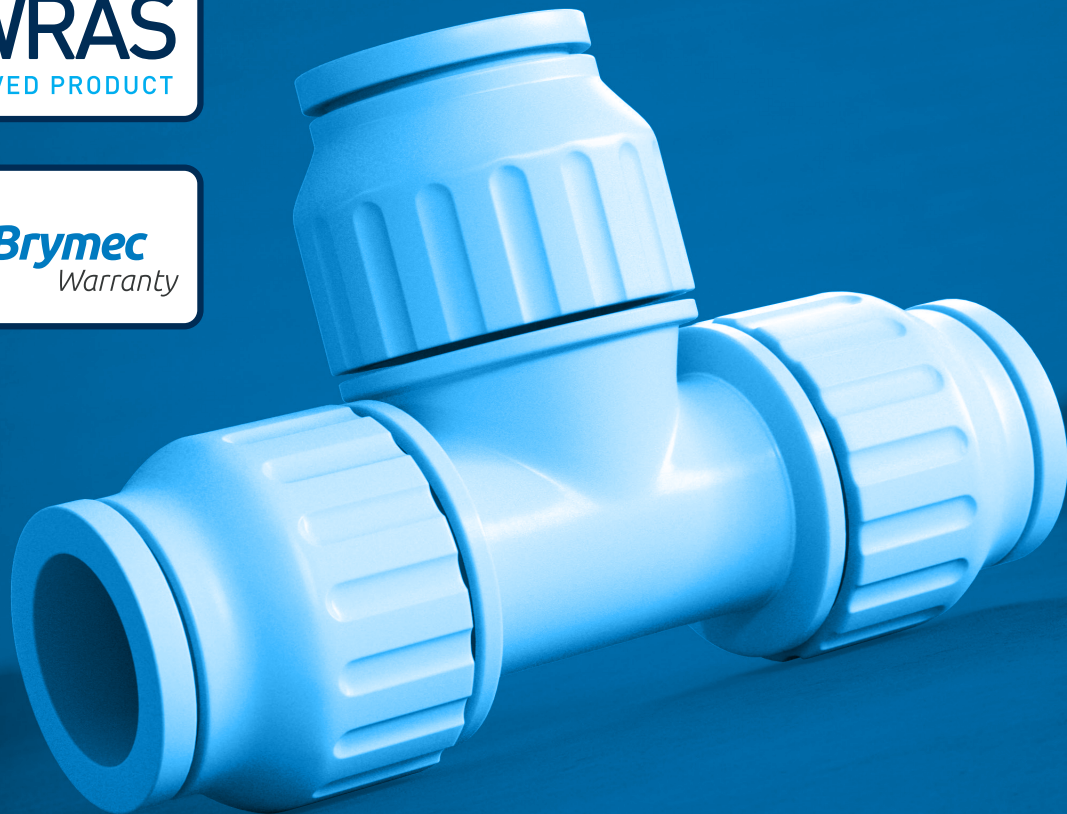


**Polybutylene
Push-Fit System**

Introducing the Brymec Polybutylene Push-Fit System

Our Polybutylene Push-Fit system offers a WRAS approved flexible and adjustable system for domestic hot and cold-water services and central heating circulating systems.

The fully demountable and re-usable fittings have both push fit and twist lock technology to ensure leak-free joints. The blue indicator ring is highly visible, and once the fitting is correctly installed will no longer be visible, allowing you to check at a glance which fittings have been installed correctly.



Contents

Features & Benefits	04
Polybutylene Push Fit Range	06
Technical Data & Uses	11
Design Considerations	12
Spacing Requirements	13
Installation Instructions	14
Testing Procedure	15
FAQs	15
Terms of Business	16
Quality Policy	18
Ethical Global Procurement Policy	19

Features and Benefits

Brymec Product Quality

Our Polybutylene Push Fit range has been carefully designed to meet the highest quality standards. Products undergo stringent testing in compliance with our ISO 9001:2015 Quality Management System.

Labour Saving

The system provides a time saving of up to 40% in comparison to traditional jointing methods.

Fast Connection

Fully demountable and re-usable push-fit fittings offers a fast and permanent anti-leak seal, without the fuss or hassle of tooling. Each fitting provides a visible connection by a blue indicator ring. A strong stainless steel grip also ensures a tight connection.

Flexible & Durable

The system allows for simple routing due to the flexibility of the pipe. Reduced weight over traditional systems therefore allows for easier handling. The pipe also offers a full EVOH oxygen barrier.

Brymec Warranty

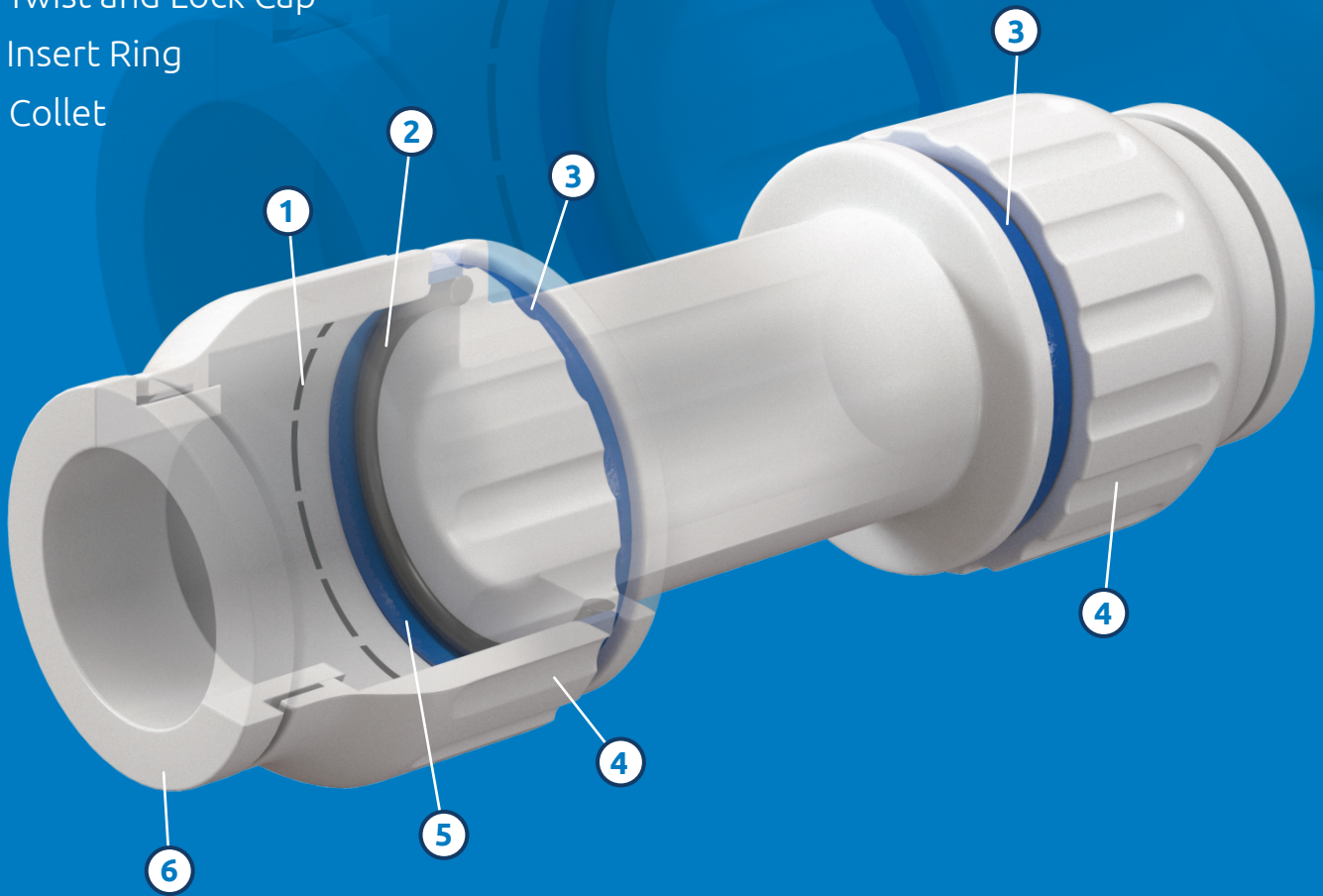
We offer a 50-year warranty with our Polybutylene Push Fit pipe and fittings.

Please call 0333 000 55 55 for more information or visit Brymec.com.



Push-fit Plumbing

1. Double Grip Teeth
2. EPDM O-Ring
3. Visible Connection
4. Twist and Lock Cap
5. Insert Ring
6. Collet



Polybutylene Push-Fit Range

Brymec displays dimensional information regarding our fittings as follows:

- Fittings with a single connection, or the same connection size on all ends are shown with one size. e.g. Couplers - 15mm
- Reducing fittings with two connection sizes are shown with the largest size first. e.g. Fitting Reducer - 22 x 15mm
- Reducing Tees are denoted End x End x Centre. They are shown with the largest end first, then the opposite run, followed by the branch. e.g. Reducing Tee - 22 x 22 x 15mm
- Transition fittings are shown with the push-fit connection first, then the threaded connection. e.g. 15mm x 1/2"



Straight Pipe



STOCK NO	SIZE	LENGTH
36030	15mm	3m
36031	22mm	3m
35702*	28mm	3m

Coiled Pipe



STOCK NO	SIZE	LENGTH
36033	15mm	25m
36034	15mm	50m
36035	15mm	100m
36036	22mm	25m
36037	22mm	50m
35708	28mm	25m
35709	28mm	50m

Elbows



STOCK NO	SIZE
36043	15mm
36044	22mm
36045	28mm

Spigot Elbows



STOCK NO	SIZE
36046	15mm
36047	22mm

Couplers



STOCK NO	SIZE
36040	15mm
36041	22mm
36042	28mm

Tees



STOCK NO	SIZE
36048	15mm
36049	22mm
36050	28mm

Reducing Tees



STOCK NO	SIZE
36058	15 x 15 x 22mm
36051	22 x 15 x 22mm
36053	22 x 22 x 15mm
36056	22 x 15 x 15mm
36052	28 x 22 x 28mm
36054	28 x 28 x 22mm
36057	28 x 22 x 22mm

* Please contact sales@brymec.com or ring 0333 000 55 55 for full warranty details.

Spigot End Tee



STOCK NO	SIZE
36055	22 x 22 spigot x 15mm

Stop Ends



STOCK NO	SIZE
36083	15mm
36084	22mm
36085	28mm

Tank Connectors



STOCK NO	SIZE
36063	15mm
36064	22mm

Male Iron Couplers



STOCK NO	SIZE
36073	15mm x 1/2"
36074	22mm x 3/4"
36075	28mm x 1"

Female Iron Couplers



STOCK NO	SIZE
36076	15mm x 1/2"
36077	22mm x 3/4"

Straight Tap Connectors



STOCK NO	SIZE
36066	15mm x 1/2"
36068	15mm x 3/4"
36067	22mm x 3/4"

Bent Tap Connector



STOCK NO	SIZE
36072	15mm x 1/2"

Female Backplate Wall Elbows



STOCK NO	SIZE
36090	15mm x 1/2"
36091	22mm x 3/4"

Spigot Reducers



STOCK NO	SIZE
36062	15 x 10mm
36059	22 x 15mm
36060	28 x 22mm

Socket Reducer



STOCK NO	SIZE
36061	22 x 15mm

Isolation Valve



STOCK NO	SIZE
36086	15mm

Washing Machine Valve



STOCK NO	SIZE
36087	15mm x 3/4"

Double Check Valve



STOCK NO	SIZE
36088	15mm

Manifold



STOCK NO	SIZE
36104	22 x 15mm 3 port

Pipe Inserts



STOCK NO	SIZE
36096	15mm
36097	22mm
36098	28mm
36101	15mm - Superseal
36102	22mm - Superseal

Rothenberger Pipe Cutters



STOCK NO	SIZE
30959	Up to 25mm

Monument Ratchet Plastic Pipe Cutter



STOCK NO	SIZE
30965	42mm capacity (ratchet)

MDPE To Push-Fit Adaptors



STOCK NO	SIZE
35750	15 x 20mm
35751	15 x 25mm
35752	22 x 25mm
35753	22 x 32mm
35754	28 x 32mm

Radiator Pipe Guides



STOCK NO	SIZE
30974	Pipe Guide & Seal - GRS
30969	Pipe Guide - GRS-FF

Locking Collets



STOCK NO	SIZE
36099	15mm
36100	22mm

Push Fit End Caps



STOCK NO	SIZE
04907	15mm
04908	22mm
04890	28mm

Silicone Lubricant



STOCK NO	SIZE
35788	100g

Technical Data & Uses

Working Pressures and Temperatures

Maximum	Temperatures
17 Bar	23°C
10 Bar	65°C
6 Bar	95°C
3 Bar	105°C

Applicable Standards and Approvals**

The Brymec Polybutylene Push Fit System is applicable to the below standards and approvals:

- WRAS approved
- IGC 188-2009
- ASSE1061-2011
- NSF/ANSI- 14,61&372-2015
- Not suitable for hot water re-circulation systems
- Multiple pipework options include PB, Copper and PEX
- Manufactured to ISO9001 standard

Material Specifications**

Description	Materials
Body	Cross-Linked Polyethylene, White
Cap	Nylon, White
Collet	Celcon
O-Ring	EPDM, black
Insert Ring	Acetal, Blue
Body Ring	Acetal, Blue

** Technical Data, Standards, Materials may vary with some fittings, for more specific information please request a Product Datasheet.

Design Considerations

Where to use the Brymec Polybutylene Push Fit System

The Brymec Polybutylene Push Fit System has been designed for use in most domestic and commercial hot & cold water and heating applications. Installation work should be carried out using good plumbing practice as outlined in the installation guide.

Where Not to Use the Brymec Polybutylene Push Fit System

The Brymec Polybutylene Push Fit System should not be used in the following applications:

- The system should not be installed in continuously operated re-circulating systems (secondary hot water circulation/ring main installations) for carrying gas, compressed air or fuel oil or for use in direct sunlight and ultra violet light. We recommend that if pipework and fittings are used externally that they are either covered or painted to avoid direct UV exposure.
- Areas contaminated with petroleum and oil derivatives.
- The conveyance of water with a high concentration of chlorine. This can sometimes be found in swimming pools, hot tubs or decorative water features.
- In a solar heating system as a primary circuit. Temperatures cannot be thermostatically controlled.

Bend Radius

For sharp bends, standard elbow fittings can be used. For slight bends it is possible to use the flexibility of the pipe to produce a bend which can be clipped into shape, or tighter still with a 15mm cold forming bend, subject to the following limits.

Pipe Size	Minimum Radius With Clips	Minimum Radius With Cold Forming Bends
15mm	75mm	90mm
22mm	225mm	
28mm	300mm	

Cabling Through Joists

The introduction of plastic pipe and fittings allows pipe to be easily curved and cabled through drilled joists or I-beams. This offers the plumber the following benefits:

- Floorboards can be laid allowing the plumber to work from below before the ceiling is installed.
- Fewer chances of piercing the pipe when nailing floorboards into place.

Drilling Through the Joists

- Drilled holes in joists should be large enough to allow for thermal movement of pipe.
- Hole diameters should be no greater than 0.25 of the depth of the joist and should be drilled on the neutral axis.
- The minimum distance between a hole and a notch in the same joist should not be less than 100mm.
- They should be not less than 3 diameters (centre to centre) apart and should be located between 0.25 and 0.4 times the span from the support.
- For engineered joists, piping can be properly installed through holes in the web section without damaging flange members even when the preformed holes do not align on the plan. Please note that The Building Regulations Approved Document A gives exact instructions on the drilling of floor joists. Please refer to this document for full instructions.

Spacing Requirements

Pipe Support

Pipe Diameter (mm)	Horizontal Runs (mtr)	Vertical
15mm	0.3	0.5
22mm	0.5	0.8
28mm	0.8	0.1

Clipping Distances: For Surface mounted Pipe

To allow for expansion you must allow for a minimum of 60mm of pipework before fitting pipe clips. To reduce side-load or stress on the fittings pipes should be adequately supported.

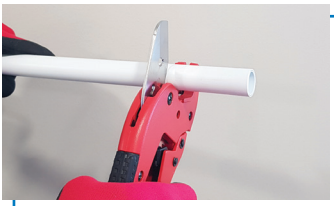
Pipe Diameter (mm)	Horizontal Runs (mtr)	Vertical
15mm	0.3	0.5
22mm	0.5	0.8
28mm	0.8	1

Installation Instructions



Step 1. Inspect both the tube and the fitting

Ensure that both the tube and fitting are clean, in good condition and free from any damage or imperfections.



Step 2. Cut the pipe square

The Installer must cut the pipe square, using a suitable cutting tool to ensure a straight cut across the diameter of the pipe. Failure to do so may impact the quality of your jointing. We recommend a pipe shear to ensure a clean, straight cut.



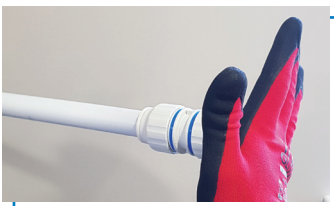
Step 3. Check both the tube and the fitting

Ensure that both the pipe and fitting are free of dust, debris or particles that may result in an imperfect seal.



Step 4. Fit an approved pipe insert to the end of the pipe

If using PB, PEX pipe or similar, you must ensure that a matching approved pipe insert is fitted to the end of the pipe. This will protect the O-Ring as the pipe is inserted in the fitting, and ensure that the pipe is perfectly circular and supported at the joint. A fitting insert is not required with using copper pipe.



Step 5. Push pipe into fitting

Push the pipe firmly into the fitting until it reaches the pipe stop located within the fitting. Tighten the outer cap of the fitting by rotating clockwise until the blue indicator ring is no longer visible. DO NOT use a wrench or tools to tighten the cap.



Step 6. DO NOT add lubricant to the O-Ring

The O-Ring is pre-lubricated to assist fitting. DO NOT add additional lubricant as this will invalidate the warranty.

Step 7. Test the system for joint integrity

The system should be tested for joint integrity before commissioning for use. Flush all residue out of the system before use.

Step 8. Design with thermal movement in mind.

Ensure that your system design has provision for thermal movement. This is especially vital when pipework is installed under screed or plaster, or is passing through brick or block.

Testing Procedure

It is essential that a full system check takes place upon completion of an installation. Before carrying out any test you must ensure that all pipe and fittings are installed correctly.

We suggest a test of 2 bar for 10 minutes followed by 10 bar for 10 minutes. Any products that are not manufactured by Brymec and are unable to withstand the test pressures should be disconnected during the test and capped off using the Brymec end stop cap.

It should be noted that testing should be carried out using cold water not exceeding 23°C.

Pressure testing is NOT a substitute for making sure pipe and fittings are correctly installed. For details on how to make a good joint please refer to the installation guide.

Frequently Asked Questions

Can I use the Brymec Polybutylene Push Fit System with other systems?

Brymec insist on rigorous testing to ensure that all of our pipes and fittings are manufactured within certain tolerances. As we are unable to guarantee tolerances stated by other manufacturers, we are unable to recommend our pipe and fittings be used with any other plastic pipe or fittings.

Can I connect the system to chrome plated or stainless-steel pipe?

Due to the relative surface hardness of these materials Brymec fittings cannot be connected directly to chrome plated or stainless steel pipe.

Can I bury the system, in a screed, concrete floor, or wall?

The Water Bye-laws state that distribution pipework must be accessible to facilitate its removal after replacement. Pipework must therefore be placed in conduit before being buried. To prevent against frost we also recommend insulating the pipework.

Can the pipe and fittings be painted over?

The Brymec Polybutylene Push Fit System can be painted with either a water based paint or an oil based paint with an undercoat. Cellulose based paints, paint strippers, thinners, flux, acid based descalents or aggressive cleaning products must not be used.

Terms of Business

1. BACKGROUND

- 1.1 These Terms apply to the Contract between Brymec and the Customer for the sale of Brymec Products. Any other terms, whether implied by custom or practice, or which the Customer may seek to include, are specifically excluded.
- 1.2 Capitalised words (such as 'Contract'), have a specific meaning which is set out in 12 below.

2. CONTRACT TO BUY PRODUCTS

- 2.1 The Products are described on Brymec's website and in its catalogue. Specifications for Products are subject to change, in which case, Brymec will endeavour to supply an equivalent or suitable alternative.
- 2.2 When the Customer wishes to place an order for Products, it will provide a purchase order to Brymec. If Brymec accepts such order, it will issue an Order Acceptance to the Customer, at which point the Contract shall come into existence.
- 2.3 The Customer is responsible for ensuring that the details in the Order Acceptance are complete and accurate.

3. DELIVERY

- 3.1 Each delivery of the Products will be accompanied by a delivery note that shows the date of the Order Acceptance, the relevant Brymec reference number, and the type and quantity of the Products.
- 3.2 Brymec shall deliver the Products to the Delivery Location at any time after Brymec notifies the Customer that the Products are ready.
- 3.3 Delivery is completed on the completion of unloading of the Products at the Delivery Location (and, if applicable, Signed For.)
- 3.4 Any dates quoted for delivery are approximate only, and the time of delivery is not of the essence. Brymec shall use all reasonable commercial efforts to meet any specific delivery dates. However, Brymec will not be liable for any delay in delivery of the Products.
- 3.5 If Brymec fails or is unable to deliver the Products for any reason (except for an Unforeseen Event), its liability shall be limited to the costs and expenses incurred by the Customer in obtaining replacement Products of similar description and quality in the cheapest market available, less the price of the Products. Brymec shall have no liability for any failure to deliver the Products to the extent that such failure is caused by an Unforeseen Event, or the Customer's failure to provide Brymec with adequate delivery instructions or any other instructions that are relevant to the supply of the Products.
- 3.6 Brymec may deliver the Products by instalments, which shall be invoiced and paid for separately. Any delay in delivery or defect in an instalment shall not entitle the Customer to cancel any other instalment.

4. QUALITY

- 4.1 Brymec warrants that, on delivery, the Products shall conform in all material respects with their description and any applicable Specification. For products sold by weight, or in the manufacturer's packaging, Brymec may supply quantities of up to 5% more or less than the amount ordered.

- 4.2 Subject to 4.3 below, if i) the Customer gives notice in writing to Brymec within 2 business days of delivery that the Products do not comply with the Specification, and ii) Brymec is given a reasonable opportunity to examine such Products, and iii) the Customer returns such Products to Brymec's place of business at the Customer's cost, Brymec shall, at its option, replace the defective Products or refund the price of the defective Products in full.
- 4.3 Brymec shall not be liable for the Products' failure to comply with the warranty set out in clause 4.1 if: i) the Customer makes any further use of such Products after giving notice under 4.2 above; ii) the defect arises because the Customer failed to follow good trade practice or instructions as to the storage, commissioning, installation or use of the Products; or iii) the Customer alters or attempts to repair such Products.
- 4.4 Other than as set out above, Brymec shall have no liability to the Customer in respect of the Products' failure to comply with the warranty set out in clause 4.1.

5. TITLE AND RISK

- 5.1 The risk in the Products shall pass to the Customer on completion of delivery.
- 5.2 Title to the Products shall not pass to the Customer until the earlier of: i) Brymec receives payment in full for the Products; and ii) the Customer resells the Products, in which case title to the Products shall pass to the Customer at the time specified in 5.4 below.
- 5.3 Until title to the Products has passed to the Customer, the Customer shall store the Products separately from all other products held by the Customer so that they remain readily identifiable as Brymec's property, maintain the Products in satisfactory condition, and keep them insured against all risks for their full price from the date of delivery.
- 5.4 The Customer may use or resell the Products before Brymec receives payment for the Products, in which case it does so as principal and not as Brymec's agent, and title to the Products shall pass from Brymec to the Customer immediately before the time at which such reuse or resale by the Customer occurs.

6. PRICE AND PAYMENT

- 6.1 The price of the Products shall be the price set out in the Order Acceptance issued by Brymec. Brymec may, by giving notice to the Customer at any time up to delivery, increase the price of the Products to reflect any increase in the cost of the Products that is due to i) any factor beyond Brymec's control (including foreign exchange fluctuations, increases in taxes and duties, and increases in labour, materials and other manufacturing costs), or ii) any request by the Customer to change the delivery date(s), quantities or types of Products ordered, or the Specification.
- 6.2 The price of the Products excludes amounts in respect of value added tax (VAT), which the Customer shall additionally be liable to pay.
- 6.3 Unless otherwise stated on the Order Acceptance, Brymec shall be responsible for the cost of insurance and transport of the Products to the Delivery Location.
- 6.4 Brymec may invoice the Customer for the Products on or at any time after the Products have been despatched.

- 6.5 Unless otherwise stated in the Order Acceptance, the Customer shall pay the invoice in full and in cleared funds by the end of the month following the month the invoice was dated to the bank account nominated by Brymec. Time for payment is of the essence.
- 6.6 If the Customer fails to make any payment due to Brymec under the Contract by the due date for payment, then Brymec shall be entitled to charge interest on the overdue amount at the rate of 4.0% per annum above the base rate from time to time of the Bank of England. Such interest shall accrue on a daily basis from the due date until actual payment of the overdue amount, whether before or after judgment. The Customer shall pay the interest together with the overdue amount.
- 6.7 The Customer shall pay all amounts due under the Contract in full without any set-off, counterclaim or deduction. Brymec may set off any amount owing to it by the Customer against any amount payable by Brymec to the Customer.

7. LIMITATION OF LIABILITY AND INSURANCE

- 7.1 Nothing in these Terms shall limit or exclude Brymec's liability for: (i) death or personal injury caused by its negligence; ii) fraud or fraudulent misrepresentation; iii) breach of the terms implied by section 12 of the Sale of Goods Act 1979; or defective products under the Consumer Protection Act 1987.
- 7.2 Subject to 7.1 above, Brymec shall under no circumstances whatsoever be liable to the Customer, whether in contract, tort (including negligence), breach of statutory duty, or otherwise, for any loss of profit, or any indirect or consequential loss arising under or in connection with the Contract; and
- 7.3 Brymec has obtained insurance cover in respect of its own legal liability for individual claims not exceeding £1,000,000 per claim. Therefore, Brymec's total liability to the Customer in respect of all other losses arising under or in connection with the Contract, whether in contract, tort (including negligence), breach of statutory duty, or otherwise, shall in no circumstances exceed £1,000,000, and the Customer is responsible for making its own arrangements for the insurance of any excess loss.

8. UNFORESEEN EVENTS

Neither party shall be in breach of this Contract nor liable for delay in performing, or failure to perform, any of its obligations under this Contract if such delay or failure results from an Unforeseen Event. If the period of delay or non-performance continues for three months, the party not affected may terminate this Contract by giving one month's written notice to the affected party.

9. GENERAL

- 9.1 Assignment. The Customer may not assign, transfer, mortgage, charge, subcontract or deal in any other manner with any or all of its rights or obligations under the Contract without Brymec's prior written consent.
- 9.2 Confidentiality. Each party undertakes that it shall not at any time during this agreement, and for a period of 5 years after termination of this agreement, disclose to any person any confidential information concerning the business, affairs, customers, clients or

suppliers of the other party, except as permitted by this paragraph. Each party may disclose the other party's confidential information: (i) to its employees, officers, representatives or advisers who need to know such information for the purposes of carrying out its obligations under or in connection with the Contract; and (ii) as may be required by law. No party shall use any other party's confidential information for any purpose other than to exercise its rights and perform its obligations under or in connection with this agreement.

- 9.3 Entire agreement. This Contract constitutes the entire agreement between the parties and supersedes and extinguishes all previous agreements and understandings between them, whether written or oral, relating to its subject matter. Each party agrees that it shall have no remedies in respect of any statement, representation, assurance or warranty (whether made innocently or negligently) that is not set out in this agreement.
- 9.4 Variation. No variation of this Contract shall be effective unless it is in writing and signed by the parties (or their authorised representatives).
- 9.5 Third party rights. No one other than a party to this Contract shall have any right to enforce any of its terms.
- 9.6 Law and jurisdiction. The Contract, and any dispute or claim arising out of or in connection with it shall be governed by and construed in accordance with the law of England and Wales. Each party agrees that the courts of England and Wales shall have exclusive jurisdiction to settle any dispute or claim arising out of or in connection with this Contract.

10. DEFINITIONS:

- 10.1 **Brymec:** Brymec Limited, whose registered office is at Unit C, Redlands, Coulsdon, Surrey, CR5 2HT.
- 10.2 **Terms:** the terms set out in this document.
- 10.3 **Contract:** the contract between Brymec and the Customer for the sale and purchase of the products in accordance with these terms
- 10.4 **Customer:** the business or person who purchases the Products from Brymec.
- 10.5 **Delivery Location:** the location for delivery of the Products set out in the Order Acceptance, or such other location as the parties may agree.
- 10.6 **Order Acceptance:** a form issued by Brymec in response to a Customer's order for Products, specifying Product details, quantities, prices and costs of transportation.
- 10.7 **Products:** the products (or any part of them) set out in the Order Acceptance.
- 10.8 **Signed For:** a Customer requirement stated in the Order Acceptance that a delivery of Product must be signed for at the Delivery Location.
- 10.9 **Specification:** any specification for the Products set out on Brymec's website or in its catalogue.
- 10.10 **Unforeseen Event:** an event or circumstance beyond a party's reasonable control.

Quality Policy

Brymec Ltd (the 'Organisation') aims to provide defect free products and services to its customer on time and within budget.

The Organisation operates a Quality Management System that has gained BS EN ISO 9001 : 2015 certification, including aspects specific to the stockholding and supply of mechanical, plumbing and air conditioning products and services.

This gives us a platform to guarantee a structured approach to our continuous improvement cycle, and ensure we continue to meet and exceed the following key goals:

- Excellence of service to our customers, delivering on site, in full, on time; in the relentless pursuit of total customer satisfaction.
- Offering quality products and systems. We work with worldwide manufacturing plants (in line with our social and ethical policy) to source the best products for the UK market. We ensure that the products are fit for purpose and comply with the relevant approvals and standards. We also research and develop innovative solutions which will add value to our customers, developers and end users
- To motivate, engage and continuously develop our team by providing training, coaching, knowledge sharing and investment to ensure their absolute competence.
- To continue to invest in technology, working to understand customers' needs and streamline their buying processes to maximise efficiencies via modern technology.

This quality policy is endorsed and regularly reviewed by our Senior Management Team, and its scope is communicated to all Brymec employees via our website and other appropriate methods.

Our vision is to become an essential and indispensable supplier to the Building Services Contractor by providing excellence of service, quality products and continually investing in technology.

In order to achieve our vision, we ensure Brymec is an organisation where people love to work, upholding our core values of excellence, courage and collaboration to actively engage our team in contributing towards providing the highest level of customer satisfaction.

Luke Reiner
Managing Director

Ethical Global Procurement Policy

ETHICAL POLICY - SOURCING

At Brymec we recognise the importance of credibility, integrity and trustworthiness in our success as a business. We are committed to upholding high ethical standards in all our operations, everywhere in the world. We believe in the principles of honesty, fairness, and respect for individual and community freedoms. The ethics of our UK operations are demonstrated through responsible:

- business processes
- corporate governance
- custom and practice
- quality management
- safe working practices
- corporate social responsibility
- facility management
- equality & diversity
- anti-bribery & corruption
- employee care

The Ethical Trading Initiative Code forms the basis of this policy

Additionally, as we expand our network of suppliers to source products globally, it is increasingly necessary to ensure that the organisations that we undertake business with also meet our expectations of standards of supply.

As a minimum Brymec Ltd expects its supply partners to comply with all local laws and regulations and to respect internationally recognised human and labour rights as well as international initiatives for climate change.

In particular we require that suppliers ensure:

- Working hours and remuneration are reasonable and meet the required local wage and working time laws
- Working conditions are safe and hygienic
- No discrimination is practised
- Employment is freely chosen
- Children are not employed, and local minimum age rules are in place
- Freedom of Association and the right to collective bargaining are respected
- No improper advantage, including the payment of bribes.
- Packaging and waste are subject to recycling and safe disposal guidelines
- That all sourcing of materials and manufacturing processes are subject to sustainability and renewability rules

Brymec carry out initial assessments and, on agreeing terms of business, provide the criteria against which the company has been measured by way of regulating ongoing requirements.

Brymec then carry out periodic on-site audits to ensure that compliance is maintained.

Brymec will work with its suppliers to guide and advise them in maintaining and improving required levels of environmental standards.

The Brymec Sourcing Director has responsibility for this policy and will report to the management meetings on any issues arising.

A copy of the full Ethical trading initiative can be found at www.ethicaltrade.org.

