

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction from the Managing Director

We are committed to improving our practices to combat slavery and human trafficking. As part of our commitment to this, we are embedding preventative steps into all aspects of our business.

Organisation's Structure

We are a distributor of wood based products. We have our head office in the United Kingdom. We have approximately 216 employees in the UK and operate in the United Kingdom.

We have a UK annual turnover of £79m.

Our Business

Our business is a privately owned Limited Company.

Our Supply Chains

1. Where our suppliers import to us from overseas, they do so under the control and governance of the PEFC (Programme for Endorsement of Forest Certification), or FSC (Forest Stewardship Council).

1.1 The PEFC standard requires compliance in respect of social and health and safety requirements. This commitment is endorsed in our own self declaration to support these standards.

1.2 The FSC standard requires our suppliers to work within ten principles (<https://ic.fsc.org/the-ten-principles.103.htm>) which includes social components as listed. As a result, the FSC will not associate with organisations that engage in unacceptable practices and each organisation must be subjected to compliance audits prior to association with the FSC being confirmed.

1.3 We are externally audited against these standards to ensure our ongoing compliance and appropriate governance.

2. We undertake trade within the remit of these guidelines and regularly visit our suppliers at source and are able to freely observe standards in the work place. These visits are only ever undertaken by suitably qualified and trained employees who have a full working knowledge of the PEFC and FSC requirements.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Prevention of Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due Diligence Processes for Slavery and Human Trafficking

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As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect any person who alerts us to the possibility of a violation taking place.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also require our business partners to provide training to their staff and suppliers and providers.

Our Effectiveness in Combating Slavery and Human Trafficking

The company does not have any key performance indicators specifically related to slavery or human trafficking. Any instance would be a breach of existing company policies or of national legislation. We do, however, have internal performance measures and supporting policies linked to business practices that relate to the mitigation of slavery or human trafficking risks.

For example, we monitor, review and ensure that:

- All new starters are briefed about the MSA and our zero-tolerance policy in respect of this.
- We provide training to all our existing staff in respect of the MSA and ensure they have read and understood our internal policy and how to report suspicions.
- We operate a whistleblowing policy to provide protection to any of our staff whom report their suspicions in good faith.
- We annually monitor compliance and understanding of our MSA policy with all Heads of Departments to ensure they and their teams are aware of their responsibilities.
- We have written to all our supply chain providers to ensure that they notify us of their adherence with the MSA and the steps they are taking to prevent modern slavery in their organisations.

This statement is approved by the Board of Directors and pursuant to section 54(1) of the Modern Slavery Act 2015 on 31st December 2018 and constitutes our slavery and human trafficking statement for the financial year ending December 2018.



Simon Hall
Managing Director
Lawcris Panel Products Ltd