

Slavery and Human Trafficking Statement

Introduction

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 businesses.

Our business and Organisation's Structure

Palmer Timber Holdings Limited (PTH) is made up of Palmer Timber Ltd (PTL) and The Malvern Collection Ltd (TMC). The businesses are privately owned. PTL imports and distributes timber and panel products on a business to business basis. TMC import and process materials to produce garden buildings for sale to the general public. Both operate from the United Kingdom and between the companies we have approximately 250 employees.

Our Supply Chains

Both companies always work to the highest professional standards and comply with all laws, regulations and rules relevant to our business. Our aims are to improve the impact of our business on society. We also expect the same high standards from those businesses with which we work. We are committed to ensuring that there is no modern slavery or human trafficking in any part of our supply chains or in any part of our business.

Where possible our raw material is 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 which includes community and workers rights. 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.

We also operate under EUTR (European Union Timber Regulations) which traces timber from planting to delivery. The aim of the EUTR is to prevent illegally harvested wood from entering the supply chain within the European Union.

Due Diligence Processes for Slavery and Human Trafficking

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.
- Reduce the risk of slavery and human trafficking occurring in our supply chains by having a close relationship with our suppliers and by trying to visit as often as possible.
- Monitor potential risk areas in our supply chains.
- Protect any person who alerts us to the possibility of a violation taking place.

Future Strategy

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains Palmer Timber Holdings Ltd will make changes over the next financial year to create more understanding. As part of this we will:

- Produce and implement a modern slavery and human trafficking policy.
- Contact those businesses within our existing supply chain to seek positive confirmation that they are compliant by gathering information on their current approach to modern slavery.

- Ensure all members of staff are trained to ensure a high level of understanding of modern slavery and human trafficking.

Signed for and on behalf of
Palmer Timber Holdings Ltd

Name.....

Date..... 26/3/2019