



HADLEIGH
TIMBER GROUP

Modern Slavery Statement 2017

Introduction

The Hadleigh Timber Group is publishing this statement under the UK Modern Slavery Act 2015, this requires businesses to state the actions that they have taken to ensure that modern slavery is not taking place in their operation or supply chain.

Modern slavery can extend to:

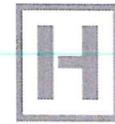
- Forced labour: any work or services which people are forced to do against their will under the threat of some form of punishment.
- Debt bondage or bonded labour: the world's most widespread form of slavery, when people borrow money they cannot repay and are required to work to pay off the debt, then losing control over the conditions of both their employment and the debt.

The Hadleigh Timber Group advocate that modern slavery has no place in modern business and takes steps to ensure that to the best of our reasonable knowledge this is not taking place in our operations or supply chains.

This statement refers to the financial year ending 31 December 2017.



CHRIS RUDD
Chief Executive Officer



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Our Business and Supply Chains

The Hadleigh Timber Group is a group of four stand alone entities:

Meyer Timber Ltd
Panelco Ltd
Premium Timber Products Ltd
Timbmet Ltd

Its business interests are all within the wood based product distribution sector and cover a variety of product markets:

Chipboard	Decorative	Laminates	OSB
Cladding	Door Blanks	MDF	Plywood
Cut & Edge	Edging Tape	MFC	Timber
Decking	Engineered Timber	Mouldings	Worktops

The group operates across the UK from 8 depots:

Stoke on Trent	Glasgow	Poole	Stonehouse
Chippenham	Grangemouth	Shellingford	Tilbury

All four businesses are commonly underpinned by our commitment to being best in class through our stock holding and customer service delivery.

Due Diligence Processes

We have direct suppliers from UK and non UK sources and the majority of products that are imported are done so under the umbrella of PEFC (Programme for the Endorsement of Forest Certification) or FSC (Forest Stewardship Council).



Caring for our forests globally

The PEFC standard sets out standards of compliance in regard to social and health and safety requirements. This commitment is echoed in our own self declaration to support these standards.



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The FSC standard means that our suppliers work within 10 principals (<https://ic.fsc.org/the-ten-principles.103.htm>) including the social elements as listed. In support of this the FSC will not associate with organisations that engage in unacceptable practices and each organisation must be subjected to due diligence prior to association with FSC being confirmed.



Key performance indicators

We are externally audited against these standards to ensure our ongoing compliance.

In addition to undertaking trade within the remit of these guidelines we visit timber mills at source and are able to observe standards in the work place. These visits are only undertaken by suitably qualified and trained employees who understand the requirements of PEFC and FSC.

Additionally during 2017 we have in undertaken visits to some of our suppliers in China. From observations there was no evidence of child labour or of staff being prevented from exercising free association with each other; periodic rest breaks were permitted and taken.

By operating within this external framework we are satisfied that we have taken reasonably practicable steps to ensure the transparency of our supply chain in regard to slavery and human trafficking.

We operate stringent employee checks and are alert of duplicated information such as bank details and addresses that could indicate employees are not freely engaging in employment, additionally we check all original documentation to prove individuals can work in the UK.

Awareness

Within our industry we collaborate with the following organisations:

Timber Trade Federation, www.ttf.co.uk

Wood for Good www.woodforgood.com

Wood Protection Association www.wood-protection.org

