

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Eco Timber Panels Limited (referred to in this statement as ‘the Organisation’). The information included in the statement refers to the financial year 2022.

B) ORGANISATIONAL STRUCTURE

The Organisation operates solely from its premises at Barn Way, Lodge Farm Industrial Estate, Duston, Northampton. NN5 7UW and is controlled by a Board of Directors.

The Organisation is a stockist & distributor of timber-based panel products, which it sells to manufacturing through its Northampton premises. Demand for our products is consistently high throughout the year and is therefore not seasonal which negates the requirement for agency and temporary workers.

The labour supplied to the Organisation in pursuance of its operation is carried out by staff who are directly employed at its Northampton premises above.

C) DEFINITIONS

The Organisation considers that modern slavery encompasses:

- Human trafficking.
- Forced work, through mental or physical threat.
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse.
- Being dehumanised, treated as a commodity, or being bought or sold as property.
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

E) SUPPLY CHAINS

In order to fulfil its activities, the Organisation’s main supply chains include those related to Panel Products from United Kingdom, Europe, East Asia, Africa, South America. We understand that the Organisation first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers in the East Asia, Africa, South America.

F) POTENTIAL EXPOSURE

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist in the Far East, Africa, South America, because they involve the provision of labour in a country where protection against breaches of human rights may be limited.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

G) IMPACT OF COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for the Organisation, as it did for others across the nation.

The Organisation welcomes the UK Government's decision, as confirmed in April 2020, to allow for a delay of up to 6 months in the publication of modern slavery statements without the risk of facing penalty.

The Organisation concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'POTENTIAL EXPOSURE' above. Several of our workforce were placed on furlough as a result of the drop in demand for our services, meaning there were no additional temporary labour needs. During the pandemic, the Group's employees still had access to the grievance procedure to raise any concerns that they may have had.

In line with emergency legislation passed by the Government, Group employees have been paid Statutory Sick Pay during periods of self-isolation where it has not been possible to agree a temporary period of homeworking. The Organisation took the decision from the outset of the pandemic to ensure that all of the workforce who were required to self-isolate in accordance with public health guidelines continued to receive full pay during their absence.

The Organisation's modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

H) STEPS

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

Inspection of Modern Slavery Act statements for all suppliers that have a relevant annual turnover.

I) KEY PERFORMANCE INDICATORS

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

Six monthly reviews of all supplier's Modern Slavery Act Statements, with termination of contracts for any supplier that fails to provide adequate information.

J) POLICIES

The Organisation has the following policies which further define its stance on modern slavery:
Equal Opportunity Monitoring Recruitment Policy.
FSC Certificate Holder
PEFC Certificate holder

K) TRAINING

The Organisation provides the following training to staff to effectively implement its stance on modern slavery: Induction training for all employees & training on Modern Slavery Policies for employees involved in recruitment.

L) SLAVERY COMPLIANCE OFFICER

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval 07/12/2022

Signed: *Timothy Gowen*

Director

Date: 07/12/2022