

Modern Day Slavery – Transparency in supply chain

This statement sets out Creffields (Timber & Boards) Ltd adherence with Article 54 of the Modern Slavery Act 2015 - 'Transparency in Supply Chains etc'

Introduction: The UK Modern Slavery Act came into force in October 2015 and requires suppliers of goods or services to publish a statement detailing their steps to ensure that there is no slavery or human trafficking in its business or supply chains.

Creffields (Timber & Boards) Ltd though not legally required to publish such a statement annually, would like to set out its position on this and our business activities.

Company Structure and supply chains

Our Company Activities and Structure: International Plywood (Importers) Ltd is a privately owned business primarily engaged in the business of the importation and distribution of timber-based panel products such as plywood, OSB, Chipboard, Hardboard and MDF.

The Company was founded Nigel and Simon Creffield in 1992 and is based in Reading, Berkshire in the UK and operate directly in the United Kingdom.

We supply imported products from many countries; our main sources of supply are China, Malaysia, Brazil, Chile, Russia and also EU countries such as Latvia, Italy and Spain. We recognise that some of these countries have an identified risk of slavery and human trafficking being prevalent and we have therefore appraised our supply chains to ensure that these activities are not being carried out.

Our Anti-Slavery Policy: Creffields (Timber & Boards) Ltd is committed to preventing slavery and human trafficking in any part of our own business activities and those of our supply chain. We have therefore adopted a 'zero-tolerance' approach to all elements of modern slavery in all its forms and we will investigate any alleged breaches immediately. Should any individuals or organisation with whom we carry out business be found to be in breach of our policy, their partnership with us will be suspended until a full investigation has been carried out by our Directors.

Our Due-Diligence Process: All potential and existing suppliers must comply with our Responsible Purchasing Policy and our Anti-Slavery policy. We regularly appraise all our suppliers to ensure their compliance.

Staff

The company fully complies with all HR legislation for directly employed staff and any temporary or agency staff are recruited through reputable companies.

Training

Staff are provided training, so they recognise the risk and impacts of their role within the company and working with external suppliers and agencies, as well as understanding the risks of modern slavery and human trafficking with the supply chains and business. These may include being offered goods or services at unrealistically low cost or by unrealistic deadlines. All employees are expected to report any concerns and management is committed to acting upon these Management in



accordance with our 'whistle-blower' procedures without any fear of reprisal. All Members of staff will be given a copy of this policy and any changes will be communicated by their manager.

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We will also publicise what external help and resources are available – these include the 'Modern Slavery Helpline' and the 'Stronger Together' initiative. Further information is available using these links:

<https://www.gov.uk/government/collections/modern-slavery>

<http://stronger2gether.org/>