

**TAYLOR MAXWELL TIMBER LTD**

**SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE YEAR ENDING  
31 MARCH 2019**

This is the Modern Slavery and Human Trafficking Statement of Taylor Maxwell Timber Ltd (**Taylor Maxwell**). This statement is made pursuant to section 54(l) of the UK Modern Slavery Act 2015 (the 'Act').

In accordance with the Act this statement is published on the Taylor Maxwell website [www.tmtimber.co.uk](http://www.tmtimber.co.uk) and others and will be reviewed, updated and published annually.

**Declaration:**

Taylor Maxwell hereby confirms that it does not support or deal with any business that it knows or suspects to be involved in slavery or human trafficking. Our business operations and supply chains are free from slavery and human trafficking and Taylor Maxwell will continue to develop our systems to ensure this continues in the future.

**1. Our structure, business and supply chains**

Taylor Maxwell offer a year-round supply of timber from some of the world's best sawmills for a wide range of commercial uses.

We distribute our products from sawmills and from stock directly to our customers.

Our business is not seasonal, and we employ no seasonal staff.

In the year ending 31<sup>st</sup> March 2018, our turnover was £100 million and over 97% of the timber goods we purchased came from EU suppliers.

Less than 3% of our purchases come from outside the EU and are subject to EU Timber Regulation (**EUTR**). We recognise that some of these countries may present an increased risk of modern slavery in their supply chains.

**2. Our Modern Slavery Policy**

Attached at Appendix 1.

**3. Our Due Diligence Process in relation to Slavery and Human Trafficking**

Wherever possible we source timber through Chain of Custody (**COC**) certification schemes such as **FSC** and **PEFC** which have strict requirements upon the protection of forced labour within any accredited organisations. Both these schemes refer to the 1998 International Labour Organisation (**ILO**) Fundamental Principles and Rights at Work declaration.

Taylor Maxwell is a member of the Timber Trades Federation (**TTF**) and is audited annually to comply with the TTF Responsible Purchasing Policy (**RPP**). If the only available source of supply is a company lacking COC certification, we adhere to the RPP which has requirements prohibiting the use of compulsory or forced labour and requires adherence to national labour laws as defined under the EUTR.



The RPP Guide Appendix 1 "Details of applicable legislation" refers to the need to mitigate against the risk of not adhering to relevant employment laws in countries of harvest. It specifically refers to the observance of "legislation against forced and compulsory labour".

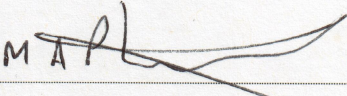
**4. The Parts of the business and Supply Chain where there is a risk of slavery and human trafficking taking place**

Taylor Maxwell will assess all current and new suppliers for risks of modern slavery and human trafficking. We recognise that some countries outside the EU and certain products may present an increased risk of modern slavery in their supply chains. Where a possible risk is identified Taylor Maxwell will conduct due diligence to map the supply chain and will ask our supplier to adhere to Supplier Code of Conduct which is attached at Appendix 2.

**5. Effectiveness of our policies and procedures**

We have and will continue to obtain written acceptance of the Supplier Code of Conduct from all non-EU suppliers identified as high-risk above.

This Statement was approved by the board of directors and signed on their behalf by:

Name: M.A PHILLIPS Position: GROUP FINANCIAL DIRECTOR  
Signature:  Date: 14 JULY 2018



## **APPENDIX 1**

### **TAYLOR MAXWELL GROUP (2017) LIMITED**

### **MODERN DAY SLAVERY AND HUMAN TRAFFICKING POLICY**

*Last updated: June 2017*

#### **Aims and objectives**

Modern Day Slavery can be defined as situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, abuse of power or deception.

Taylor Maxwell Group Limited is committed to driving out acts of modern day slavery and human trafficking within its business including sub-contractors and agents and from within its supply chains.

The Group acknowledges its responsibility under the Modern Slavery Act 2015 and will ensure transparency within the Group and suppliers of goods and services to the Group.

The Group will not support or deal with any business that it knows or suspects to be involved in slavery or human trafficking.

The Directors of Group operating companies shall take responsibility for implementing this policy statement

As part of the Group's due diligence process into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by those suppliers considered to be high risk.

Imported goods from sources outside the UK and EU are potentially at higher risk for slavery/human trafficking issues. The Directors of Group operating companies involved with such imports shall provide adequate management control and on-going monitoring to ensure that slavery and human trafficking is not taking place within these supply sources.

Any breach of this policy may lead to disciplinary action which in serious cases could include dismissal under our Disciplinary Policy.

The latest version of this policy is available on the Group intranet.



## APPENDIX 2

### TAYLOR MAXWELL TIMBER LTD

#### SUPPLIER CODE OF CONDUCT

It is the policy of Taylor Maxwell Timber Ltd to formally request that all our suppliers respect the principles of this Supplier Code of Conduct and adopt practices that are consistent with it.

##### **Working Conditions**

Suppliers must follow ILO recommendations of minimum age for employment and not use child labour in any part of their business.

Workers must have safe and healthy working conditions that meet or exceed applicable standards.

Payment and benefits must comply with any agreements relating to minimum wages and overtime payments.

Workers must be allowed the right of freedom of association and to collective bargaining subject to local laws.

##### **Environment**

Suppliers must comply with all relevant legislation in the country and care for the environment.

##### **Suppliers own supply chain**

Suppliers must require and verify that their own direct suppliers also adhere to this Code of Conduct.

Supplier  
Name: \_\_\_\_\_

Accepted by  
(Name): \_\_\_\_\_

Position: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_