

# MODERN SLAVERY STATEMENT 2025

(FOR FINANCIAL YEAR END 31-DEC-2024)

## Overview

Danzer UK Limited (the Company) has a procurement network of timber products worldwide, giving access to a reliable and large variety of responsibly sourced goods. With their offices/operations based in Maldon, Essex, the Company specialises in the import and distribution of timber and timber-based products, using approved suppliers.

This statement has been prepared by the Company to support its compliance with the requirements of the Modern Slavery Act 2015 and to detail the activities undertaken by the Company to ensure compliance with the Act.

## Our People

The Company has fewer than 20 permanent members of staff, employed in accordance with UK employment and other applicable legislation. Staff members agree to carry out their duties in accordance with Modern Slavery-related and other conditions as part of employment terms. Human Resource (HR) protocols and the Employee Handbook is also easily accessible to all employees. Where necessary, the Company takes appropriate action to maintain compliance with such legislation (e.g., changing working practices to best support changes in legislation, consulting with employment law specialists etc.).

Additionally, the Company's Whistle Blowing Policy located within its Employee Handbook ensures proper protections exist in accordance with the requirements of the Public Interest Disclosure Act 1999 (PIDA).

The Company's procedures adhere to all Chain of Custody requirements, and we commit to:

- Give due consideration to the rights and obligations established by national law, while at the same time fulfilling the objectives requirements;
- Not use child labour;
- Eliminate all forms of forced and compulsory labour;
- Ensure that there is no discrimination in employment and occupation;
- Respect freedom of association and the effective right to collective bargaining.

## Supply Chain – Due Diligence, Risk Assessment and Ongoing Effectiveness

The Company is committed to procuring products and services that are sourced from legal, well managed forests and from forests that have been certified to internationally recognised standards. The Company's network of approved suppliers has global coverage including the UK, Europe, Africa, the USA, Indonesia, and Malaysia. Exact supply-chain pathways vary for each supplier and can be broad ranging in terms of complexity.

Modern Slavery practices can be correlated with/have the potential to be a sub-set of illegal logging practices and so internationally recognised forest/supply chain certification schemes (in which certification bodies inspect/evaluate certified entities against industry best practices) aim to provide assurance to stakeholders and aim to mitigate risks of Modern Slavery and other negative aspects occurring along supply chains.

The Company, as part of its supplier onboarding and periodic re-evaluation activities, in accordance with applicable legislation (e.g., UKTR/EUTR etc.), and in accordance with the requirements of its own certifications to multiple internationally recognised standards, completes multiple due diligence checks on suppliers and their supply chains. This initial and ongoing scrutiny aims to mitigate risks in the Company's supply chains (including those relating to Modern Slavery) and seeks to ensure that procured goods are harvested, handled, and exported legally.

Please refer to the Danzer UK Limited Responsible Sourcing Policy.

Suppliers are required to agree to the Company's Responsible Procurement Rules as part of onboarding/joining the Company's approved supplier network. Said rules require that supplier business activities are free of bribery, child and forced labour, violation of human rights and that they comply with 'rights at work' requirements.

The Company regularly monitors for changes in applicable legislation, changes in applicable certification standards and industry changes to ensure it remains compliant.

### Planned Actions for 2025/2026

- Ensure newly joining employees receive Modern Slavery training/guidance in line with that provided to existing members of staff.
- Monitor timescales between instances of Modern Slavery training and re-issue as appropriate.
- Continue with documentation updates as appropriate.
- Continue to work with Suppliers to ensure compliance.

This statement has been approved by the Managing Director.