

Modern Slavery Act – 2022 Statement

Business Overview

Danzer UK Ltd has an extensive procurement network of timber products worldwide, giving access to a reliable and large variety of supply which is responsibly sourced. With the registered offices based in Maldon, Essex, the company specialises in the import and distribution of timber and timber-based products, using a range of approved suppliers.

The following statement is made in accordance with the Modern Slavery Act 2015 and the actions represented by Danzer UK Ltd on ensuring compliance with the Act throughout the supply chains and the organisation.

Our People

The business employs thirteen permanent members of staff which are employed in accordance with current HR and UK employment legislation. All employees are asked to read and agree to the company Health and Safety Policy which includes the organisations employee commitment to Modern Slavery. The HR protocol and employee handbook is also easily accessible to all employees. The regulations surrounding employment, are continuously monitored for future improvements and compliance with UK law.

In addition, the company operates a Whistle Blowing procedure within the Code of Conduct where all employees are encouraged, even obliged, to give their feedback on the improvements and any concerns to their respective supervisor/senior management or securely and confidentially through the internal grievance mechanism.

Our 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 and Risk Assessment

Danzer UK Ltd is committed to procuring products and services that are sourced from legal and well-managed forests that have been certified to meet credible standards. The supply chain uses various suppliers on a global scale with the key suppliers being based in UK, Europe, Africa, USA, Indonesia and Malaysia. The supply chain can vary for each supplier, with some consisting of various layers that can transport through many countries.

The regulations surrounding modern slavery are closely connected to illegal logging practices, and therefore the management of forest certification aims to mitigate risks at the forest level and along the supply chain.

The procurement process within Danzer UK Ltd completes checks on the supply chain to meet the due diligence requirements that are set. The process mitigates any risks associated with new and existing suppliers, to ensure that the goods are harvested, handled, and exported legally and prevent risks surrounding modern slavery. Danzer UK Ltd aims to be fully compliant with UKTR/EUTR regulations within the timber industry and maintain our certification standards. Please refer to the *Danzer UK Ltd Responsible Sourcing Policy*.

Suppliers will be asked to sign the *Responsible Procurement Rules* which outlines agreement that all business activities are free of bribery, child and forced labour, violation of human rights and that they comply with the rights at work.

Suppliers which have been approved within Danzer UK Ltd, will be regularly monitored and reviewed against the Responsible Sourcing Policy and Due Diligence Procedures to ensure continuous compliance and our commitment to sourcing products responsibly.

Measuring Effectiveness

By ensuring that the products and services are sourced in accordance with the timber trade regulations and certification bodies, this aids to mitigate the risk of modern slavery and any involvement with human trafficking or illegal labour. Danzer UK Ltd takes a pro active approach to completing further due diligence checks amongst the supply chain which provides reassurance to trading with suppliers from countries which could be deemed to be a high risk. Also, continuous monitoring of regulation updates and developments within the industry allow for Danzer UK Ltd to maintain compliant and reactive to any developing situations.

Planned Actions and Training for 2022/2023

- Training on Modern Slavery amongst employees on the latest regulations.
- Increase focus within the supply chain
- Update documentation

This Statement was approved by the directors and will be reviewed annually.

Signed:

Date: 11/08/2022



James Angel

Managing Director.