



Modern Slavery Statement 2017

INTRODUCTION

Slavery and human trafficking is a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. We are committed to the principles of the Modern Slavery Act 2015. Our employees are expected to report related concerns and management are required to act upon them.

ORGANISATION'S STRUCTURE

We are market leaders in the manufacture, reconditioning and recovery of timber pallets in the UK, with 21 operational sites. Scott Pallets is a trading division of the Scott Group, with its head office in the UK.

Scott Pallets has an annual turnover in excess of £90m and employs around 600 staff.

OUR SUPPLY CHAINS

Our supply chains include the sourcing of raw materials, principally related to the manufacturing, reconditioning and recovery of timber pallets.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is prohibited.

DUE DILIGENCE PROCESSES RELATING TO SLAVERY AND HUMAN TRAFFICKING

Our initiatives to identify and mitigate risk:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chain.
- Build long standing and stable relationships with our supply base and make clear our requirements of business behaviour and our expectations that our business partners adopt suitable anti-slavery and human trafficking policies and processes.



- Establish systems to encourage reporting of concerns and protection of whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance of slavery and human trafficking and we expect all those in our supply chain and contractors to comply with our values. We are committed to a supply chain compliance programme.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff and expect our business partners to provide similar training to their staff and suppliers.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Compliance audit programme
- Use of labour monitoring and payroll systems
- Communication and personal contact with supply chain and their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Scott Pallets slavery and human trafficking statement for the current 2017 financial year.

Signed:-

A handwritten signature in blue ink, appearing to read "Alan Gibson", with a wavy line extending to the right.

Alan Gibson
Managing Director Scott Pallets

Date: 01.01.17