



Modern Slavery and Human Trafficking Statement

INTRODUCTION FROM THE MANAGING DIRECTOR

Slavery and human trafficking remains 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. Our staff is expected to report concerns and management are expected to act upon them.

ORGANISATION'S STRUCTURE

We are the industry market leader in the manufacturing, reconditioning and repatriation of timber pallets in the UK with 24 operational sites. Scott Pallets is the trading name of our parent company, Scott Timber Limited which has its head office in the UK.

Scott Pallets has an annual turnover in excess of £95m.

OUR BUSINESS

Our business is organised into 3 business divisions: New Manufacturing, Reconditioning and Repatriation.

OUR SUPPLY CHAINS

Our supply chains include the sourcing of raw materials, principally related to the manufacturing, reconditioning and repatriation 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 not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative 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.



- Have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to 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 financial year.

Signed:-

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

**Alan Gibson - Scott Pallets
Managing Director**

Date: 01.01.19