

Modern Slavery & Human Trafficking Statement

INTRODUCTION

Slavery and human trafficking remain a hidden blight in our global society. We all have a responsibility to be alert to the risks, however small, in our business and the wider supply chain. We expect our employees to report concerns and management to act upon them.

ORGANISATIONAL STRUCTURE

The Scott Group is a leading industrial supplies organisation, which provides a wide range of goods and services to industrial and manufacturing markets throughout the UK and Europe.

The Scott Group has more than 25 sites across the UK, with our group Head Office in Halbeath, Dunfermline, Scotland.

Its business includes the following companies:

- Scott Group Investments Limited
- Scott Timber Limited
- Scott ELM Limited
- Scott Direct Limited

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or 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 does not exist anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we:

- 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 approach 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 will continue to communicate this policy to our staff and expect our business partners to ensure similar ongoing communication with 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 are 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 the slavery and human trafficking statement for the 2022 financial year end for the companies set out above.



Scott Grant
Managing Director
Scott Pallets Manufacturing



Kevin McNeilly
Managing Director
Scott Pallets Reconditioned

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