

Modern Slavery and Human Trafficking Statement

Introduction

This statement sets out A & J Scott Ltd actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This is A & J Scott Ltd.'s first statement on Modern Slavery and Human Trafficking.

The Company has published its statement no later than September 2021.

As part of the timber and sawmilling industry, we recognise that we have a responsibility to take a robust approach to slavery and human trafficking and we continue to take our responsibility very seriously during the coronavirus pandemic.

Our company is committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

This statement covers the activities of A & J Scott Ltd.

Founded in 1960 A & J Scott Ltd is family-owned sawmiller and manufacturer of timber products.

A & J Scott Ltd is a leading independent sawmiller producing home grown British sawn timber and is based solely in the United Kingdom. We have two production sites, our headquarters and main sawmill in Northumberland and a further manufacturing site in the Scottish Borders. A & J Scott Ltd currently employ approximately 160 staff.

We produce and supply sawn timber and timber products primarily to the UK market. Our principal customer base includes timber distributors and merchants, DIY retailers, contractors and timber product manufacturers in the garden, pallet and packaging and agricultural sectors.

We have a large base of suppliers and sub-contractors supporting our business predominately based within the UK (98%).

We are in the process of creating our annual audit of suppliers, starting with our preferred suppliers. This includes a requirement for suppliers to confirm and review their policies and procedures they have in place to prevent modern slavery and Human Trafficking.

We have a register of approved suppliers, and will continue to develop and improve our own internal policies and procedure to monitor suppliers

Relevant policies

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy**

We encourage all our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, our company. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can report them directly to our HR department

- **Employee Company Handbook**

Our Handbook makes clear to employees the actions and behaviour expected of them when representing our company. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating and managing its supply chain.

Training

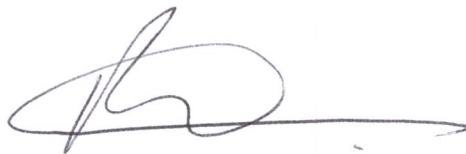
Our company directors, senior managers, department managers and supervisors are aware of risk and the importance of mitigating the risk of human trafficking within the company or its supply chain. We have developed a training module which we have started to roll out online to our management teams and are currently in the process of expanding this to our wider workforce.

Awareness-raising programme

As well as training staff, we are committed to raising awareness of modern slavery issues by displaying posters across our premises.

This statement was approved on 2nd September 2021 by our Managing Director Mr. Robert Scott, who will review and update it annually.

Director signature:



Robert Scott - Managing Director

For and on behalf of **A & J Scott Limited**

Date: 2nd September 2021