

Hanson Plywood Ltd - Modern Day Slavery Statement

Introduction

This statement is issued in accordance with Section 54 of the Modern Slavery Act 2015, as Hanson Plywood Ltd qualifies as a commercial organisation with an annual turnover exceeding £36 million. Hanson Plywood Ltd remains fully committed to preventing modern slavery and human trafficking across all aspects of our operations and supply chains. This statement outlines the actions undertaken during the financial year ending 31 December 2025 to ensure that slavery and human trafficking are not present within any part of our business or associated supply chains.

Our Organisation

Hanson Plywood Ltd operates from a single site in Halifax, West Yorkshire, where we employ 84 staff team members. We specialise in the import, storage, and distribution of wood-based panel products. Our supply chains extend across multiple countries and incorporate whilst diverse network of manufacturers, mills, and logistics providers.

- Policies & Commitments

We have several internal policies that reflect our commitment to operating ethically and with integrity:

- Equal Opportunities Policy
- Anti-Corruption & Bribery Policy
- Health & Safety Policy
- Staff Privacy Policy
- Core Labour Statement

These policies are supported by our comprehensive Due Diligence System, which is aligned with the requirements of the UK Timber Regulation (UKTR) and Timber Development UK's Responsible Purchasing Policy (RPP). In addition, Hanson Plywood Ltd maintains certification under the FSC® and PEFC Chain of Custody schemes, both of which incorporate rigorous Core Labour requirements.

- Due Diligence & Risk Management

We assess and mitigate risks of modern slavery through:

Supplier agreements that include compliance with labour standards.

Ongoing engagement with suppliers to ensure transparency and ethical practices across our supply chains.

A system for identifying and addressing high-risk suppliers or regions.

We are committed to transparency in our supply chains and work to ensure that modern slavery and human trafficking are not taking place at any level.

A structured risk-assessment process for identifying and addressing high-risk suppliers, products, or regions.

We remain committed to full transparency within our supply chains and continue to work to ensure that modern slavery and human trafficking are not present at any level of our operations.

- Policies and Governance

Our **Supplier Code of Conduct** forms a core element of our governance framework for preventing modern slavery and protecting human rights within our supply chains. It sets out the minimum standards that all suppliers must adhere to, including compliance with recognised labour standards and ethical business practices. This aligns with our existing due-diligence approach, which includes labour-standard compliance requirements within supplier agreements.

The Code outlines expectations relating to:

- Prohibition of forced, bonded, or involuntary labour
- Prohibition of human trafficking
- Fair wages, working hours, and non-discriminatory employment practices
- Safe and healthy working conditions
- The right to freedom of movement and freedom from intimidation
- Transparent supply-chain practices and cooperation with audits and investigations

Suppliers are required to ensure that these expectations are cascaded throughout their own supply chains. This commitment supports the wider governance policies referenced in our document, including our Modern Slavery Policy and other internal ethical frameworks.

Our **Modern Slavery Policy** outlines Hanson Plywood Ltd's commitment to ensuring that modern slavery and human trafficking are not present in any part of our operations or supply chains. This commitment is reinforced within the introduction of our statement, where we confirm ongoing action to prevent modern slavery across our business and supply networks.

Key elements of our policy include:

- Zero tolerance of modern slavery and human trafficking.
- Robust due-diligence processes aligned with the UK Timber Regulation (UKTR) and the Responsible Purchasing Policy (RPP).
- Maintenance of FSC® and PEFC Chain of Custody certifications, both of which incorporate Core Labour requirements supporting ethical sourcing practices.
- Ongoing supplier engagement to maintain transparency and ethical practices throughout our supply chains.
- A structured risk-assessment framework to identify high-risk regions, products, and suppliers, and to implement mitigating actions where required.

This policy also supports transparent reporting practices and outlines our responsibility to review risks, monitor effectiveness, and ensure continued compliance. As reflected in our effectiveness-monitoring section, we track supplier compliance through audits and documentation and review relevant policies annually to ensure continuous improvement.

- **Measuring Effectiveness**

We are committed to continually improving our practices to combat modern slavery and protect human rights across our operations and supply chains.

To assess the effectiveness of our actions, we:

Monitor supplier compliance through audits and documentation

Track training completion rates

Review and update our policies annually

Investigate any concerns raised through our internal reporting mechanisms

- **Training and Awareness**

We will continue enhancing our training, tools, and resources for team members to support effective recognition, understanding, and reporting of modern slavery and human trafficking risks within our business and supply chains. In parallel, we will continue to collaborate closely with our business partners to strengthening transparency, ethical practices, and compliance throughout our supply chain.

Approval and Publication

This statement has been approved by the Board of Directors and signed by the Managing Director.
This will be published on our company website and submitted to the UK Government's Modern
Slavery Statement Registry.

Signed:

A handwritten signature in black ink, appearing to read 'Gary Scott', written over a light blue horizontal line.

Gary Scott – Managing Director
20/04/2026