

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

The Company has published this statement no later than September 2024.

As part of the timber 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.

Our company is committed to preventing slavery and human trafficking in its corporate activities and will operate due diligence to ensure 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 leading manufacturer of timber-based products, with two production sites, and approximately 150 employees. Our customer base includes those in wood distribution, DIY and construction sectors and the food supply chain.

The company is solely based within the United Kingdom with our Headquarters in Northumberland and a secondary site in the Scottish Borders. A&J Scott Ltd is a market leader in timber industry, due to its quality of product and industry knowledge. Our principal customers are from the timber, construction and DIY sectors

A&J Scott Ltd produce and supply timber-based products primarily to the UK market from its sawmills in Northumberland and the Scottish Borders. our principal customers include those from the construction and wood distribution sector

We have a large base of suppliers and sub-contractors supporting our business predominately based within the UK (approx..80%)

We are in the process of creating an annual audit of suppliers, having started with 20 of our preferred suppliers we will increase this to 30. This process this will include a requirement for suppliers to confirm and review their policies and procedures they have in place to prevent Modern Slavery and Human Trafficking.

We are in the process of creating a register of approved suppliers, and will continue to develop and improve our own internal policies and procedure to monitor suppliers

We strive to maintain the highest standards of employee conduct and ethical behaviour when operating and managing its supply chain.

Relevant policies/company procedure

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 -

Training

Our company directors, senior managers, department managers are aware of the importance to mitigate the risk of human trafficking and modern slavery within the company or its supply chain. We deliver annual employee online training to employees.

Awareness-raising programme

As well as commencing training program beginning with our senior management team, we have included and Modern Slavery Awareness as part of our induction process. We are committed to raising awareness raising awareness of modern slavery issues by putting up posters across all our premises

This statement was approved **September 2024** by our Managing Director Robert Scott, who will review and update it annually.

Signed



Robert Scott -Managing Director

18 September 2024