

Modern Slavery Statement 2026

This statement is made by Premier Forest Products Ltd in accordance with section 54(1) of the Modern Slavery Act 2015. It sets out the steps we have taken to prevent modern slavery and human trafficking in our business and supply chains during the financial year 01 May 2025 to 30 April 2026.

Premier Forest Products Ltd is committed to conducting its business ethically, responsibly and with integrity. We have a zero-tolerance approach to modern slavery, human trafficking, forced labour, servitude, debt bondage and child labour.

We recognise that modern slavery can occur in any industry, including within legitimate businesses and established supply chains. We are committed to identifying potential risks, taking proportionate steps to prevent exploitation and responding appropriately where concerns are raised.

Our Business and Supply Chains

Premier Forest Products Ltd is a UK timber trading business. Our activities include the importation, processing, distribution and sale of timber and timber-related products.

We source products and services from suppliers in the UK and overseas. Our supply chain includes forestry and logging, timber processing and manufacturing, transport and logistics, contractors, agency labour providers and other goods and service providers that support our operations.

We recognise that risks may arise at different stages of a supply chain, particularly where supply chains are international, labour is subcontracted or temporary workers are used, or there is limited visibility beyond our direct suppliers.

Our Policies and Governance

The Board of Directors has overall responsibility for the Company's approach to modern slavery. The Board reviews and approves this statement annually.

During the reporting year, the Company introduced its Modern Slavery Policy. The policy sets out the standards that apply to employees and workers within the Company's own operations, together with the expectations the Company seeks to apply when engaging suppliers, contractors and other third parties.

Responsibility for implementing the policy sits with senior management and the Purchasing & Compliance team, supported by HR. Managers are expected to remain alert to potential indicators of exploitation, ensure that agency and contractor arrangements within their control are appropriately authorised, and report concerns promptly.

Our approach is also supported by the following policies and procedures:

- Modern Slavery Policy
- Whistleblowing Procedure
- Code of Conduct
- Anti-Bribery and Corruption Policy
- Recruitment, Selection and Onboarding arrangements

Risk Assessment and Due Diligence

We take a risk-based approach to modern slavery.

When considering potential risks, we take account of the country in which a supplier operates, the product or service provided, the use of agency, migrant or subcontracted labour, and the complexity of the supply chain.

Within the timber sector, potential risks may arise in forestry, logging, manufacturing, transport and other labour-intensive activities, particularly where goods are sourced internationally.

The Company undertakes due diligence before approving new suppliers and carries out reviews of existing suppliers on a proportionate basis. This may include reviewing supplier information, ethical and labour practices, available certifications, country and sector risks, and relevant contractual commitments.

We use third-party due diligence support through Track Record Global as part of our supplier assessment arrangements. We also consider recognised forest certification and chain-of-custody schemes when assessing suppliers. However, we recognise that certification alone does not remove all risk and may need to be supported by further enquiries or monitoring.

Where concerns are identified, we will seek further information and work with the supplier to address the issue. This may include requiring corrective action, monitoring progress, carrying out further review or audit activity, or suspending the relationship. Where a serious concern cannot be satisfactorily addressed, the Company may terminate the business relationship.

Our Employment Practices and Third-Party Labour

Premier Forest Products Ltd is committed to fair and lawful employment practices within its own operations.

For employees and workers who are directly employed or engaged by the Company, appropriate written terms of employment or engagement are provided. Right-to-work checks are completed for new starters in accordance with the Company's recruitment and onboarding arrangements.

The Company does not charge directly employed or directly engaged workers for obtaining work and does not retain their passports, identity documents or personal documents. Individuals working directly for the Company are free to leave their employment or engagement in accordance with their contractual arrangements and applicable law.

The Company may use agency workers, contractors and other third-party labour providers where appropriate for operational requirements. Where workers are employed or engaged by an agency, contractor or supplier, that third party is responsible for the employment and engagement arrangements of its own workers.

However, the Company seeks to reduce modern slavery risks by using approved and reputable agencies and labour providers, carrying out proportionate checks before engagement, and raising concerns where information suggests that recruitment, employment or working practices may not meet expected standards.

We expect agencies, labour providers, contractors and suppliers working with the Company to operate lawfully, treat workers fairly and take appropriate steps to prevent modern slavery and human trafficking within their own operations and supply chains. Where concerns are identified, we may seek further information, require corrective action or reconsider the business relationship.

Training and Awareness

The Company provides modern slavery training to employees in roles where this is appropriate, taking account of their responsibilities and level of exposure to risk.

For colleagues for whom formal training is not proportionate, awareness is reinforced through internal communications. These communications are intended to help colleagues understand the potential signs of modern slavery, recognise relevant areas of risk and know how to raise concerns.

The Company will continue to use its Modern Slavery Policy, internal communications and relevant external guidance to reinforce awareness across the business.

Raising Concerns

We encourage employees, workers, suppliers, contractors, customers and other business partners to raise concerns about suspected modern slavery or exploitative labour practices connected with the Company's operations or supply chains.

Concerns can be raised with a manager, the HR Department or through the Company's Whistleblowing Procedure. Reports will be treated seriously, handled sensitively and investigated promptly and proportionately.

No employee or worker directly employed or engaged by the Company will suffer retaliation or adverse treatment for raising a concern in good faith. We also encourage suppliers, contractors and other business partners to ensure that their own workers have appropriate routes to raise concerns.

Where a concern relates to the Company's operations or supply chains, we will consider the appropriate response, taking account of the safety and wellbeing of any potentially affected person. Depending on the circumstances, this may involve internal fact-finding, supplier engagement, site visits, audit activity, corrective action plans or referral to the relevant external authorities.

Measuring Effectiveness and Continuous Improvement

We monitor the effectiveness of our approach by considering matters including:

- completion of supplier due diligence and supplier reviews;
- identified higher-risk suppliers, products or locations;
- corrective actions agreed with suppliers;
- concerns raised through management, HR, procurement or whistleblowing channels; and
- training and awareness activity completed by relevant employees.

During the financial year 2026/27, the Company will continue to strengthen its approach by:

- maintaining clear records of modern slavery due diligence completed for new suppliers;
- applying a documented risk-based approach to higher-risk suppliers;
- reviewing supplier information and corrective actions where concerns arise;
- monitoring completion of relevant modern slavery training; and
- reviewing this statement annually and keeping the Modern Slavery Policy under review.

Board Approval

This statement has been approved by the Board of Directors of Premier Forest Products Ltd and serves as the Company's Modern Slavery Statement for the financial year 01 May 2025 to 30 April 2026.

Approved by the Board of Directors and signed on its behalf by:	
Signature:	<i>James Pickford</i>
Full Name:	James Pickford
Position:	Procurement Director
Date:	15-07-2026