

Integrated Management System Group Policy Statement – Modern Day Slavery Act

Arnold Laver & Co. Ltd. is an importer and distributor of timber and timber based products. We aim to promote the highest standards in how we run our business and in our employment and procurement practices. The company supports the principles of the Modern Slavery Act and the abolition of modern slavery and human trafficking.

This statement summaries our approach and the action we will take in the next year in our own company and in our supply chain.

Within Arnold Laver, our recruitment and people management systems are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment.

Arnold Laver has an extensive supply chain and we procure goods and services for £100 million approximately per year. We work with a wide range of different suppliers and partners. Some of our suppliers subcontract work or rely on recruitment agencies to supply temporary or permanent staff. By the nature of their businesses, some of our suppliers are potentially at higher risk than others, for example: procuring timber and timber based products from outside the EU.

We have a number of activities over the next 12 months that we intend to undertake

- Make our staff aware of the Modern Slavery Act 2015, including the definitions of slavery and human trafficking.
- Tell staff what to do if they suspect a case of slavery or human trafficking.
- Contact our current suppliers who provide us with temporary staff to ensure they also comply with this Act.
- Contact suppliers in potentially higher risk categories to check what assurance arrangements they have in place.
- Revise our procurement strategy to include reference to modern slavery and human trafficking, such as procurement of FSC and PEFC certified timber from certified suppliers.
- Look to amend our Whistle blowing Policy to include the Modern Slavery Act.

A handwritten signature in black ink, appearing to read 'A J Laver', with a horizontal line underneath.

A J Laver
Managing Director

Signed date: 20th December 2016

Review date: 20th December 2017