

Modern slavery and human trafficking statement

1. Introduction

This statement sets out the actions we take to understand potential modern slavery risks and ensure there is no slavery or human trafficking in our business and its supply chains.

This statement relates to actions and activities during 1 January 2026 to 31 December 2027, with previous statements being published on our website each year.

We recognise that we have a responsibility to take a robust approach to the prevention of slavery and human trafficking in all our corporate activities. As such, we take a zero-tolerance approach. We also ensure that our supply chains are free from slavery and human trafficking.

The Modern Slavery Act 2015 defines modern slavery as “*slavery, servitude and forced or compulsory labour*” and “*human trafficking*”.

Under s2(1) of the Act, human trafficking is defined as “*arranging or facilitating the travel of another person with a view to exploiting that person*”.

2. Organisational structure and supply chains

We are a 5th generation family business with activities in timber harvesting, engineered wood products, sawmilling, pallets & packaging, and distribution. This statement covers the activities of all parts of our Group within the UK. This includes:

- James Jones & Sons Ltd
- James Jones & Sons (Pallets & Packaging) Ltd
- Taylormade Timber Products Ltd
- Kerr Timber Products Ltd
- United Box Ltd
- Lancashire Saw Company

We currently operate and supply in Scotland, England and Wales as well as having operations in Australia and New Zealand including Hyne Timber, Rodpak and Rocky Point. Globally we have 2,100 employees across 27 sites in the UK, 21 in Australia and New Zealand.

3. Anti-slavery activities

We fulfil our responsibilities to prevent slavery and human trafficking through our:

Policies

Each year we review and refresh HR policies to ensure they reflect legislation and good practice. Together, these policies form our Staff Handbook which is accessible to all via our website. We regularly raise awareness of these policies on our electronic noticeboards and team briefings. Policies that we highlight include Dignity at Work, Disciplinary, Grievance, Mental health & wellbeing, Inclusion and Whistleblowing.

We have robust pre-employment checks to ensure that potential employees have the right to work in the UK, identity confirmed and are joining the company of their own free will.

Risk assessments

We carry out risk assessments to ensure that we thoroughly assess and mitigate risks in key areas such as:

- health & safety
- anti-slavery
- prevention of child labour
- discrimination

Monitoring, investigations and due diligence

We undertake due diligence when considering taking on new suppliers and regularly review our existing suppliers. We conduct supplier audits and assessments and robustly investigate when a concern has been identified. We invoke sanctions against suppliers that fail to improve their performance, including termination of our business relationship.

Our supply chains predominantly, although not exclusively, involve sourcing material from England, Scotland and Wales. We do import some machinery and material from other countries such as Germany, Denmark, Sweden and Canada; all of which are considered as having low prevalence and vulnerability with regards to modern slavery.

We also participate in supply chain audits, commissioned by our customers. We work collaboratively by demonstrating transparency in our operations and maintaining active and open communication that supports shared ethical working practices.

Training

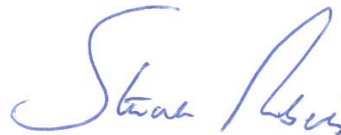
We require key individuals to regularly undertake training and demonstrate competency in their understanding of modern slavery. Training is mandatory for Directors and HR, which covers:

- How to assess the risk and identify signs of slavery and human trafficking.
- Steps to take if slavery or human trafficking is suspected.
- What steps to take if suppliers do not implement appropriate anti-slavery measures.
- Accessing external help from the Modern Slavery Helpline, Police Scotland National Human Trafficking Unit, Gangmasters and Labour Abuse Authority

This policy statement was approved on 1 May 2026 by our Board of Directors.



David Leslie
Joint Managing Director



Stuart Roberts
Finance Director

1st June 2026