



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 2024 to 31 December 2024, 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, 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

We currently operate and supply in Scotland, England and Wales as well as having operations in Australia and New Zealand:

- Hyne Timber
- XLA
- Rodpak
- Rocky Point

Globally we have 2,100 employees across 25 sites in the UK, 11 in Australia and 2 in New Zealand.



3. Anti-slavery activities

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

Policies.

This year we refreshed and launched our new Staff Handbook, accessible to all via our website. It includes HR policies such as 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 and discrimination.

Monitoring, investigations and due diligence.

We undertake due diligence when considering taking on new suppliers, and regularly reviews 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.

Training

We require key individuals to regularly undertake training and demonstrate competency in their understanding of modern slavery. Directors and HR must participate in training, 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 30th April 2024 by our Board of Directors.

Stuart Roberts
Company Secretary

David Leslie
Director

10th May 2024