



Modern Slavery and Human Trafficking Statement

Introduction

Taylormade Timber Products Ltd takes a zero tolerance approach to modern slavery and human trafficking. We are committed to ensuring that they do not take place within our businesses and we take steps to ensure that they do not take place in our supply chains. These steps taken are then monitored to ensure ongoing compliance.

Our Structure

As of 1st March 2021, Taylormade Timber Products Ltd and Kerr Timber Products Ltd and its two holding companies Sonicedge Ltd and GT Timber Ltd, became 100% owned subsidiaries of James Jones & Sons Ltd, and now form part of the James Jones & Sons group of companies. Taylormade Timber Products Ltd, Sonicedge Ltd, and GT Timber Ltd are registered in England and Kerr Timber Products Ltd and James Jones & Sons Ltd are registered in Scotland.

Our Business

We are committed to acting ethically in our sawmilling processing activities, using wood to manufacture bespoke homegrown fencing, pallet and packaging timbers. Our aim is to provide high-quality timber products that will help build our Customers' reputation and are proud of our status as a successful UK manufacturing company, with operations based in both the North East of England and South West of Scotland. All of our raw material is homegrown and all of our sales are within the UK.

Our People

We are passionate about people too. Taylormade Timber and Kerr Timber employ c210 people across both sites.

Our Supply Chains

Our supply chains predominantly involve the sourcing of raw material from England, Scotland and Wales only. We do also import some machinery and sawblade material, coming from Germany, Denmark, Sweden and Canada. According to the Global Slavery Index 2018, all of these areas are considered as having low prevalence and vulnerability with regards to modern slavery, with a high government response.

<https://www.globalslaveryindex.org/2018/data/maps/#prevalence>

Our Policies

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have a commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We expect that the policies of our suppliers and business partners are in line with our policies in this respect.

- **Whistle-blowing Policy** The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation.

This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

- **Employee Handbook** Our Companies' Employee Handbooks (specifically Section 1. Your Responsibilities, Equal Opportunities Policy, Harassment Policy, Equal Pay and Dignity at Work Policy) makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating in the UK and overseas and managing its supply chain.
- **Agency workers** The organisation uses only specified, reputable employment agencies to source labour, and expects contractors to adhere to the same values

Due Diligence and adherence

As part of our initiative to identify and mitigate risk we ensure ongoing management of strong relationships with our suppliers, operating in the line with our company values of trust and integrity, and safety and wellbeing above all else.

Our effectiveness in combating slavery and human trafficking

We ensure total adherence to working guidelines in the UK, including working time regulations and national minimum wage checks. We give sufficient training throughout the business on modern slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending August 2019.



Jilly Wentworth
Managing Director
April 2021