

MODERN SLAVERY STATEMENT

Financial Year Ending 30th April 2026

This Statement has been produced in accordance with the **UK Modern Slavery Act 2015**, which requires businesses to disclose the steps they are taking to tackle slavery, servitude, forced or compulsory labour, and human trafficking (together known as modern slavery). It covers the six areas outlined in the **Home Office guidance**, namely:

- organisation structure and supply chains.
- policies in relation to slavery and human trafficking.
- due diligence processes.
- risk assessment and management.
- key performance indicators to measure effectiveness.
- training on modern slavery and trafficking, including child labour.

This Statement details the steps taken by **MDM Timber Ltd** to prevent modern slavery within the Company and its supply chains. The information contained refers to the financial year ending 30th April 2025.

ORGANISATION STRUCTURE AND SUPPLY CHAINS

MDM Timber Ltd is an independent timber and panel products importer and wholesaler, based in **Basildon, Essex, UK**, and controlled by a board of directors. All labour supplied in support of its operations is carried out in the United Kingdom. Responsibility for modern slavery and ethical sourcing is established at board level. The Company sources timber products from **Europe, New Zealand, Asia, and South America**.

POLICIES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING

The Company's policies are approved by the board and reviewed annually. These include the **Supplier Code of Conduct**, the **Human Rights Policy**, the **Whistleblowing Policy**, and the **Health and Safety Policy**. These policies collectively support the Company's approach to ethical sourcing and the prevention of modern slavery and human trafficking.

DUE DILIGENCE PROCESS

MDM Timber Ltd ensures that all supply chains are fully mapped to assess the geographical risks of modern slavery and human trafficking using the **Walk Free Global Slavery Index**. Suppliers are required to have third-party certification from recognised chain of custody schemes, including the **Forest Stewardship Council (FSC)** and the **Programme for the Endorsement of Forest Certification (PEFC)**. All suppliers must sign and adhere to the Supplier Code of Conduct. Procedures are in place to allow employees and external stakeholders to report any concerns anonymously.

Howard Chase, Pippis Hill, Basildon, Essex SS14 3BE
Tel: 01268 530550 sales@mdmtimber.co.uk www.mdmtimber.co.uk

Managing Director: M.D Cheriton
Directors, K.J. Fuller, M.J. Allum, P.G. Allum
Chairman M J Allum
Registered in England No 2348881 VAT No 507 5208 63

RISK ASSESSMENT AND MANAGEMENT

The Company has identified a low risk of modern slavery occurring within its own business and among direct employees, who are protected by UK employment laws as well as the Company's employment policies and practices. The greatest risk of modern slavery lies within the supply chain, particularly further downstream from direct suppliers. To ensure transparency, MDM Timber Ltd relies on internationally recognised, third-party audited chain of custody schemes such as the **FSC** and **PEFC**.

KEY PERFORMANCE INDICATORS

The effectiveness of steps taken to prevent modern slavery is measured through several indicators. These include the percentage of suppliers who have signed and acknowledged the Supplier Code of Conduct, the completion rate of Modern Slavery training by employees, the number of reports received through grievance channels, the time taken to address reported issues, the percentage of supply chains fully mapped in higher-risk countries, and the annual review and update of modern slavery risks and policies

TRAINING ON MODERN SLAVERY AND TRAFFICKING

Mandatory training is provided to all employees, covering modern slavery red flags and guidance on how to identify and report concerns. Employees are made aware of the Company's policies on ethical sourcing and modern slavery, including the **Supplier Code of Conduct** and the **Human Rights Policy**. While formal training does not specifically cover child labour, the Company maintains a strict policy prohibiting the employment, hiring, or contracting of anyone under the age of 18, including apprentices, employees, and subcontractors. Employees are made aware of this policy and are expected to comply as part of their commitment to ethical practices.

CHILD LABOUR

The Company will not employ, hire or contract anybody under the age of 18. This includes apprentices, workers, employees, and sub-contractors.

STATEMENT COMPLIANCE

This statement is made pursuant to **Section 54 of the Modern Slavery Act 2015** and will be reviewed for each financial year.

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PEFC Certificate Number: CU-PEFC-805632 FSC® Certification Code: CU-COC-805632

The statement was last reviewed on 26th February 2026 and is signed by:

Mark Cheriton

Mark Cheriton
Managing Director,
MDM Timber Ltd

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