



## The Modern Slavery Act 2015 Statement 2019

### Introduction

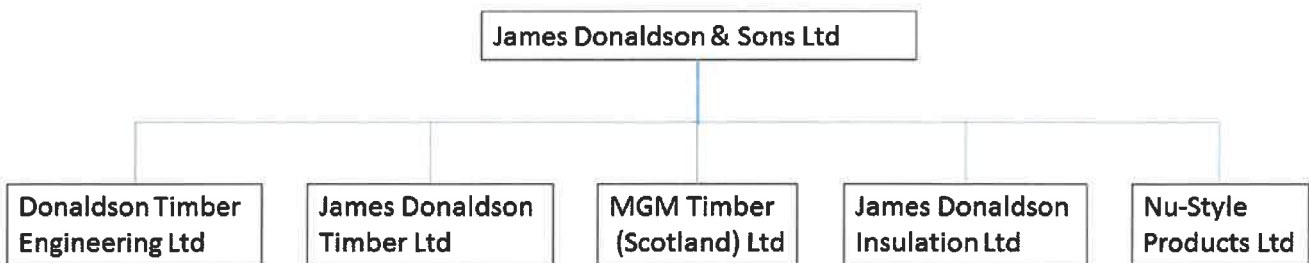
As a family owned business, James Donaldson & Sons Limited has a strong tradition of doing business in a responsible way, and we therefore acknowledge our responsibilities under the Modern Slavery Act 2015. We demonstrate our commitment to tackle Modern Slavery through our core values.



We put **customers**, service and quality at the core of everything we do.  
We conduct our business with absolute **integrity**.  
We empower our **people** with opportunities in a safe workplace.  
We deliver **sustainable** financial and environmental performance.  
We embrace the future through our proud **family** legacy.

This is our third annual review of our supply chain under the Modern Slavery requirements.

### Group Structure



### Compliance, Due Diligence and Audit

In accordance with the Timber Trade Federations Responsible Purchasing Policy (RPP) we have taken steps to ensure that all timber and timber products supplied are in accordance with EU Timber Regulations. PEFC and FSC standard certification schemes support international conventions to eliminate all forms of forced or compulsory labour, the abolition of child labour and the elimination of discrimination in respect of employment and occupation. We audit our product supply chain to ensure they meet the requirements for the chain of custody management systems on an annual basis.



### Our Commitment

We will not support or deal with any business knowingly involved in slavery or human trafficking and will carry out an annual risk assessment and audit within our supply chain. We will raise awareness by training our employees within the James Donaldson and Sons Limited Group companies to ensure that we comply with, and promote this act in line with current legislation.

We will report annually on the steps we have put in place to combat modern slavery and human trafficking through our company website.

A handwritten signature in black ink, appearing to read 'Scott Cairns'.

Scott Cairns  
**Managing Director**  
James Donaldson & Sons Limited

Date: 1<sup>st</sup> April 2019