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## ***Modern Slavery Policy Statement***

As a requirement under Section 54 of the *Modern Slavery Act 2015* the company has produced a policy statement confirming its support for the above law. This statement outlines the steps taken by Perfect Panels to prevent modern slavery and human trafficking in its business or supply chain.

### Our Business and Supply Chain

Perfect Panels supply cut and edged timber based panel products, we aspire to add value to our activities and have a focus on customer service. Our supply chain is comprised of leading companies with a proven and established track record in the supply of goods to the timber based panels market.

Suppliers are assessed and approved on their ability to provide Perfect Panels with quality goods and services and monitored thereafter.

### Responsibility

The directors and senior management of Perfect Panels have overall responsibility for ensuring that this policy complies with our legal and ethical obligations, and that all employees, or persons working on our behalf in any capacity, comply with the policy.

The prevention, detection and reporting of modern slavery in any part of the company's business or supply chains, whether in the UK or abroad, is the responsibility of all those working for the company or under the company's control. Our employees are required to avoid any activity that might lead to a breach of this policy.

### Policy

Perfect Panels agrees that modern slavery is a criminal activity and a violation of human rights. Exploitation of a person by depriving them of liberty and forced work at unacceptable pay levels for commercial or personal gain is unacceptable.

All staff employed directly, as part of a subsidiary company or as part of the supply chain have a duty to communicate our zero tolerance of these issues at the start of any business relationship. Staff are expected to report concerns, using appropriate reporting channels, and management are expected to act upon those reports.

If Perfect Panels employees believe or suspect a breach of, or conflict with, this policy has occurred or may occur, they are expected to notify their line manager or report it in accordance with the company's disclosures in the public interest policy. Staff are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of the company's business or supply chains as soon as possible. Employees of Perfect Panels may also contact the government's Modern Slavery Helpline on 0800 0121 700 for further information and guidance on modern slavery.

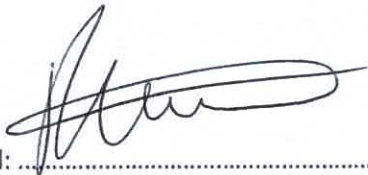
Any employee with concerns about this issue may report it in the knowledge that they will be protected under the company whistleblowing procedure if they operate under UK law.

The directors have day-to-day responsibility for implementing this policy, monitoring its use and effectiveness and auditing internal control systems and policies and procedures to ensure they are effective in preventing or remediating the risk of modern slavery. They are also responsible for investigating allegations of modern slavery in the company's business or supply chains.

Line managers are responsible for ensuring that those reporting to them understand and comply with this policy. They must ensure that minimum labour standards are adhered to and that the business factors in to its costing structure full labour costs for the sourcing of materials and for production, in order to avoid introduction of slave labour.

Due diligence is carried out when entering into new contracts or extending contracts.

All parties are aware that in the event of any evidence of slavery as outlined in the Act, the company reserves to right to terminate the business relationship with immediate effect, without penalty.



Signed: .....

Rob Streather

Date: 3<sup>rd</sup> September 2024

For and on behalf of Perfect Panels