

Modern Slavery & Human Trafficking Statement (BMS-P-006)

INTRODUCTION FROM THE MANAGING DIRECTOR

Slavery and human trafficking remain a hidden blight in our global society. We all have a responsibility to be alert to the risks, however small, in our business and the wider supply chain. Our staff are expected to report any concerns that they may have, and our management will act upon them.

ORGANISATION'S STRUCTURE

Scott Pallets is a leading industrial supplies organisation which provides a wide range of goods and services to industrial and manufacturing markets throughout the UK and Europe.

Scott Pallets has sites across the UK with our Head Office in Halbeath, Dunfermline, Scotland.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or any part of our business. This Policy reflects our 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.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

- As part of our initiative to identify and mitigate risk, the company will:
- Identify and assess potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking occurring in our supply chain

- Build long-standing and stable relationships with our supply base and make clear our requirements of business behaviour and our expectations that our business partners adopt suitable anti-slavery and human trafficking policies and process
- Have in place systems to encourage the reporting of concerns and the protection of the whistleblower

SUPPLIER ADHERENCE TO OUR VALUES

We have a zero-tolerance approach to slavery and human trafficking, and we expect all those in our supply chain and contractors to comply with these values. We are committed to a supply chain compliance programme.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will continue to communicate this policy to our staff and expect our business partners to ensure similar ongoing communication with their staff and suppliers.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- compliance audit programme
- use of labour monitoring and payroll systems
- communication and personal contact with supply chain and their understanding and compliance with, our expectations.

This statement is made under section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery, and human trafficking statement for the 2024 financial year end for the companies set out above.

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