



Slavery and Human Trafficking Statement 2019

Respecting Human Rights

This statement sets out SCA's actions to understand all potential modern slavery risks related to its' business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its' own business or within its' supply chain.

SCA Wood UK Limited (SCA) operates under the guide lines set out under SCA Global Supplier Standard 2019.

This statement is made pursuant to section 54 Part 6 of the Modern slavery Act 2015. It relates to actions and activities during the financial year 1 January 2018 to 31 December 2018, and details our strategy in this respect.

As part of the timber industry, SCA recognise that we have a responsibility to take a robust approach to mitigating forced labour and human trafficking. SCA is committed to ensuring that its' supply chain is free from slavery and human trafficking.

Our approach includes a commitment to uphold and communicate our values and standards at our workplace, in our operations and towards our business partners.

Organisational structure and supply chains

Our supply chain structure can at its' most complicated involve multiple levels of suppliers, with product moving from one external source through others to a finished good or a very simple supplier relationship where we are purchasing an item for onward sale to our customer. The wide range, breadth and depth of the supply chain make it challenging to effectively manage the suppliers' policies towards human rights and environmental issues. We insist that it is the ultimate responsibility of any supplier to ensure compliance, if they wish to carry out any business with SCA.

All our business partners, including suppliers, distributors, consultants and independent contractors are expected to adopt the ethical business standards and values set out in SCA's Code of Conduct as expressed in this Supplier Standard, and to actively communicate such standards when dealing with their own suppliers.

It is our aim to deal with suppliers who have ethical and responsible sourcing practices in place and avoid sourcing from companies not fulfilling Supplier Standard requirements or their equivalent. Preferably, suppliers should work with corporate social responsibility issues in a way that follows the guidelines set out in ISO 9001. Also, suppliers shall be aware of all sites and companies involved in their production and supply network, and should upon request be able to provide SCA with adequate details of the supply chain for the goods supplied to SCA.

Suppliers shall take measures to ensure they do not engage in or support the use of forced or bonded labour. This includes all forms of human trafficking and working against one's own will or choice. No employee shall be required to lodge deposits or identity papers when commencing employment. It is our aim in 2019 to develop a Supplier Questionnaire (self assessment) to include evidence of their measures to combat all forms of human trafficking, and working against one's will or choice.



how they pay them, their contract with the agency, their policies and procedures (health and safety, disciplinary, grievance, GDPR) and their modern slavery and human trafficking policies. It is SCA's intention to conduct these visits annually.

- **Employee code of conduct**

SCA's group Code of Conduct clearly explains the expected actions and behaviours of employees, when representing SCA. The leadership teams strive to maintain the highest standards of employee conduct and ethical behaviour in day to day work, and this is assessed during annual performance reviews (specifically the Core Values of SCA are rated as "role model" or "aligned". Employees, when operating abroad and managing its supply chain, are expected to conduct themselves in an ethical way and be inclusive of all people regardless of nationality, religious beliefs, gender, disability or age. During 2018, SCA group carried out a Cultural Survey to investigate the company from a gender equality perspective in relation to behaviours and cultural norms in the workplace. The results were positive for the UK and we will continue to work on this feedback. In 2019, it is our aim to ensure refresher training on the Code of Conduct and Anti Bribery for all employees is completed.

Measuring effectiveness

SCA continues to have a zero tolerance to slavery and human trafficking. We are pleased with the progress made during 2018. Our procurement colleagues were made aware of our Slavery and Human Trafficking statement in 2017-18 and the risks of modern day slavery and human trafficking in our supply chain and we will continue to educate our employees through formal training, carrying out audits and having discussions to raise further awareness of the matter.

Our focus on slavery and human trafficking is part of a larger effort to encourage supply chain transparency and accountability. We will not tolerate force, bonded (including debt bondage) or indenture labour, involuntary prison labour, slavery or trafficking of persons by any SCA supplier or for any other purpose.

This statement has been approved by the Supply Chain and Procurement Director, who will review and update it annually.

A handwritten signature in blue ink, appearing to read 'Bruce McKay', with a long horizontal line extending to the right.

Bruce McKay
Supply Chain and Procurement Director
SCA WOOD UK LTD

4th February 2019