

MODERN SLAVERY TRANSPARENCY STATEMENT 2024

Financial Year ending December 31st 2023.

Introduction

Cheshire Mouldings and Woodturnings Ltd (hereafter referred to as "Cheshire Mouldings") is committed to preventing slavery and human trafficking in our business activities and supply chains. We fully support the Modern Slavery Act 2015 and recognize our responsibility to prevent, detect, and report slavery and human trafficking risks in our operations.

Company Overview

Cheshire Mouldings is a UK-based leader in timber manufacturing, specializing in high-quality wood mouldings, stair parts, decking, and woodturning products. We pride ourselves on ethical business practices and aim to maintain the highest standards in all areas of our business.

Policies in Relation to Modern Slavery

Cheshire Mouldings has several policies that reflect our commitment to ethics, integrity, and respect for human rights. These policies include:

- **Anti-Slavery and Human Trafficking Policy:** This policy outlines our commitment to combatting slavery and human trafficking in any part of our operations.
- **Employee Code of Conduct:** Employees are required to comply with Cheshire Mouldings' standards, including treating everyone with dignity and respect. This is detailed within the Cheshire Mouldings' Employee Handbook.
- **Supplier Code of Conduct:** We require our suppliers to comply with laws and regulations on human rights and to avoid the use of forced or involuntary labour. This is detailed within our Ethics Policy which each supplier is required to adhere to.

Due Diligence Processes

To identify and mitigate risks of slavery and human trafficking in our supply chain, we have implemented the following measures:

- Conducting regular assessments of suppliers to ensure compliance with our Ethics Policy.
- Monitoring countries where modern slavery may be a potential issue and regularly review our association with these companies.
- Engaging with suppliers to promote transparency and compliance with ethical standards including adoption of the Ethical Trading Initiative Base Code
- Evidence of third party ethical auditing for the Supplier's workplace.

Risk Assessment and Management

Cheshire Mouldings conducts online reviews of risk within its supply chain to identify areas most at risk of modern slavery and human trafficking. We prioritize high-risk areas, such as suppliers in countries with higher instances of forced labour and sectors that have traditionally presented elevated risks.

Training and Awareness

To ensure understanding of the risks of modern slavery and human trafficking, we provide:

- Training for relevant employees, especially those in procurement and supplier management, to recognize and address signs of modern slavery.
- Awareness sessions for all employees on our policies and expectations regarding modern slavery.

We are committed to continuous improvement in tackling modern slavery and human trafficking. For the upcoming year, Cheshire Mouldings aims to:

- Strengthen supplier assessments, with a focus on higher-risk areas.
- Enhance our supplier engagement process to improve transparency in the supply chain via recognised independent third party auditing.
- Continue building employee awareness and enhancing our training programs.

The management team are responsible for ensuring that this policy is understood at all levels of the Company and for implementing this policy statement and its objectives.

Signed for and on behalf of Cheshire Mouldings Ltd

Date 18/01/2024

Signed

A handwritten signature in blue ink, appearing to read 'John Carney'.

John Carney

Managing & SHEQ Director