

## Modern Slavery and Human Trafficking Statement

### Introduction

This statement sets out the actions that Woodland Group take 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 and its supply chains. This statement relates to actions and activities during the financial year 1 January 2023 to December 2023.

As part of the supply chain sector, the Company recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The Company is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

### Company structure and supply chains

Woodland Group are an AEO accredited UK based Company providing logistics, e-commerce and supply chain management services.

The companies that operate within the group and that are covered by this statement are:

- Woodland Group Limited
- Woodland Global Limited
- Woodland Logistics Limited
- Woodland Entertainment Limited

The Company currently operates in the following countries:

- United Kingdom;
- Ireland;
- United States of America; and
- Hong Kong.

### Company Policy on slavery and human trafficking

We are committed to improving our practices to combat slavery and human trafficking. We support the UK Government's action plan to implement the UN Guiding Principles on Business and Human Rights. In employing this approach, the Woodland Group supports the Base Code of the Ethical Trading Initiative. The Code is internationally recognised and requires that:

- Employment is freely chosen;
- Freedom of association and the right to collective bargaining are respected;
- Working conditions are safe and hygienic;
- Child labour shall not be used;
- Living wages are paid;
- Working hours are not excessive;
- No discrimination is practiced;
- Regular employment is provided; and
- No harsh or inhumane treatment is allowed.

### Relevant policies

The Company operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

#### - *Whistleblowing policy*

The Company encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Company's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of

retaliation. Employees, customers, or others who have concerns should report the matter promptly in line with this policy.

- *Dignity at Work Policy*

The Company's policy on dignity at work makes clear to employees the actions and behaviour expected of them when representing the Company. The Company strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

- *Supplier/Procurement code of conduct*

The Company is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The Company works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the Company's supplier code of conduct will lead to the termination of the business relationship

### **Due diligence**

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence and reviews includes:

- Sending out documentation packs to suppliers.
- Mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking;
- Evaluating the modern slavery and human trafficking risks of each new supplier;
- Reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping; and
- Conducting supplier audits or assessments through the Company's ISO auditor.

### **Training**

Training is provided to all employees to ensure that they are aware of the Modern Slavery and Trafficking guidelines and thus adhere to the relevant policies regarding Modern Slavery.

This statement has been approved by the Company's board of directors at a Board meeting which took place on 1<sup>st</sup> March 2023, who will review and update it annually.

Signed on behalf of all group companies



John Stubbings  
**Director & Company Secretary**  
1<sup>st</sup> March 2023