

**James Walker (Leith) Ltd (& Subsidiaries per attached list)**  
**Modern Slavery Act Transparency Statement**

Structure

James Walker (Leith) Ltd operates within the UK as a group of companies whose businesses cover a range of market sectors, including house building, construction, timber engineering, wholesale timber & logistics and facilities management in healthcare.

The Head Office functions are based in Livingston, Scotland and subsidiary companies operate from various locations in England and Scotland.

Policies

The Group and its component companies are committed to, and have a range of policies that include:

- Equal Opportunities
- Ethical Trading Code of Conduct and Human Rights
- Bribery & Corruption
- Anti-Money Laundering
- Whistle Blowing

Supply Chain

We are committed to purchase goods and services from providers who operate their businesses in compliance with our policies as listed above and any relevant legislation that reinforces these policies.

Our supply chain partners are based on long term relationships with whom we have common goals and values. Supplies are generally sourced from EU denominated suppliers, with some supplies coming from EFTA countries such as Norway or Switzerland, and occasionally from North America.

All of our timber supplies, which form the vast majority of our imports, are supported by Chain of Custody certification. The Sustainable Forest Management and Chain of Custody standards associated with these certifications commit certificate holders to an extensive due diligence process which strictly prohibits the use of slavery, forced labour and human trafficking throughout the supply chain. The social criteria in these standards are based on the International Labour Organisation's Declaration on Fundamental Principles and Rights of Work which, among other things sets out to eliminate all forms of forced or compulsory labour.

We expect our supply chain to adhere to our core policies and values while working alongside us in a transparent and compliant relationship. Our main suppliers are routinely reviewed and evaluated on a range of criteria to ensure our ability to best meet the needs of our customers and ensure compliance with legislation. These reviews and evaluations have been updated to include information on slavery & human trafficking with suppliers required to sign up to our policies and to assist in ensuring equivalent requirements are passed back up the supply chain.

We remain committed to exercising vigilance at all times to the risk of slavery and trafficking activities and to ensure our reviews and evaluations of our suppliers are sufficiently thorough to maintain their effectiveness.

Training / Employment

All our staff are employed on terms that comply with current UK Legislation. All of our policies are regularly reviewed and kept up to date and in line with industry best practice and are readily available and accessible to all employees on our internal intranet or from HR. Any updates are sent to relevant staff along with training sessions being carried out where appropriate.

The Group is committed to move forward from this statement in future years to ensure that our business and our supply chain operates free from enforced labour, human trafficking and slavery.

Approved by the Board of Directors of James Walker (Leith) Ltd  
Signed by John Campbell, Director on 19<sup>th</sup> September 2019.

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Companies within the James Walker (Leith) Group to which the Modern Slavery Act applies:

- James Walker (Leith) Ltd
- Walker Timber Ltd
- Patrick & Thompsons Ltd
- Guildway Ltd
- Walker Timber Engineering Ltd
- WTG Treatment Ltd
- Dundas Estates & Development Ltd
- Woodbridge Timber Ltd

All other Group Companies fall outside of the reporting requirements of the Act.