



**THE HARLOW HOLDINGS ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY 2021-2022**

**Introduction from the Board**

As a business Harlow Holdings Limited, together with our subsidiary companies of Harlow Brothers Limited, Harlow Timber Systems Limited, Harlow Kidderminster LLP, and Harlow Timber Systems (Eastern) Limited, has prided itself in ensuring respect at all times, at all levels, within our business. As such we embrace and stringently comply with the requirements and spirit of the Modern Slavery Act and are totally committed to improving our practices to combat slavery and human trafficking.

Harlow Holdings is a family managed independent business with over 90 years' experience in timber and builders merchanting, manufacturing and timber engineering.

Spread over 13 sites and employing over 500 people, we offer a wide range of timber products and associated services that allows us to meet each customer's individual requirements.

**Our Policies on Slavery and Human Trafficking**

We are committed to ensuring that there is no form of slavery or human trafficking in any part of our business, and in so far as is possible, to ensuring that our suppliers hold a similar ethos.

We undertake all reasonable and practical steps in assessing our suppliers, including production, warehouse, branches, and all other areas of their businesses to ensure our standards are upheld by them, and that local legislation and regulations are complied with. We will assess any instances of non-compliance on a case-by-case basis, and then tailor remedial action appropriately. We will only trade with those who fully comply with this Policy, or those who are taking verifiable steps towards compliance.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Slavery and Human Trafficking Policy for the financial year ending 30th June 2022.

This Policy has been approved by our Board of Directors, we will ensure the Policy is reviewed and updated as necessary on an annual basis.

A handwritten signature in black ink, appearing to read "M. Whelan", is written over a dotted line.

**Signature**

**Position:** Executive Chairman

A handwritten date "26/08/2021" is written in black ink over a dotted line.

**Date**