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## THE LBS FAMILY

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### MODERN SLAVERY & HUMAN TRAFFICKING POLICY

This policy has been published in accordance with the provisions of the Modern Slavery Act 2015. It sets out the steps taken by the LBS Group of Companies, namely, LBS Holdings (UK) Ltd, LBS Builders Merchants Ltd and Talbot Timber Ltd, to prevent modern slavery and human trafficking in its businesses and supply chains.

The company has adopted as its values:

Knowledge    Ambition    Teamwork    Integrity    Passion

With people at the centre of its core values, the company looks to ensure that the business and its responsibilities to the Modern Slavery Act 2015 are transparent within the organisation and with the suppliers of goods and services to our organisation.

We ensure that our policies respect human rights and recognise the rights of employees to have a respectful workplace.

For suppliers to our Company, we undertake a supplier approval process to ensure that all suppliers of goods and services adhere to this legislation and are required to sign a statement confirming said compliance.

With suppliers based outside of the EU the potential risk of noncompliance is higher, the management recognise this risk and will continually monitor the level of resource required for these suppliers. The business is a member of Fortis Merchants, an industry buying group. All suppliers to the buying group meet the buying group diligence process.

The company Directors and Senior Management team are responsible for the implementation and adherence of this policy. They also ensure that adequate resources and training will be available to ensure that human trafficking and slavery is not taking place within our company or within our supply chain.

A copy of this statement is posted within the company's own intranet system for all employees, and a copy posted on our websites for all additional stakeholders to our business.

As ongoing improvement, the company will

- Continue to identify ways to improve employee and supplier awareness and commitment to respecting human rights and the prevention of modern slavery and human trafficking
- Commit to keeping abreast of information, future legislation and best practise on the risks of slavery and human trafficking.

- Ensure Management system and practises within the business continue to meet the required standards as set out by this legislation and the company's commitment.
- Persist in the strengthening of its contracts and relationships with suppliers to ensure that it does not receive products/services that use slavery, human trafficking or other oppressive labour conditions in the supply to our Company.

This policy has been approved by the Company's Board of Directors.