

Modern Slavery and Human Trafficking Statement for the financial year ending 2025

Introduction

This statement is published by Staircraft Group Limited (Staircraft) in accordance with Section 54 of the Modern Slavery Act 2015 (the Act). It summarises the actions taken by the Company to prevent modern slavery and human trafficking. Staircraft is committed to conducting business responsibly and ethically. We take a zero-tolerance stance and are committed to taking stringent actions aimed at identifying and mitigating the risk of slavery or human trafficking in its own business and within its supply chain.

Organisation Structure

Staircraft is a leading manufacturer of engineered timber products including mouldings; doorkits; stairs; floorkits and joists. Principal activities conducted from 3 UK sites are: manufacturing and distribution of timber products to the UK's housebuilding, timber and builders merchant markets. Base materials used in manufacturing are sourced from UK supplier which have UK and overseas supply chains.

Operating Policies

A Board approved Modern Slavery and Human Trafficking policy is in place aimed at preventing incidents in our own business and supply chains.

- We comply with all relevant employment law.
- We verify that all directly employed staff have the right to work in the UK before commencement.
- We use vetted and reputable agencies for temporary recruitment needs.
- We provide training to employees who are expected to adhere to our Employee Code of Conduct
- We assess our supply chain against a Supplier Code of Conduct before onboarding and provide clear expectations for supplier's responsibilities to comply with all applicable laws.
- We share details of a confidential reporting & helpline service to all employees and temporary Staff

Due Diligence and Risk Assessment

The risk of modern slavery and human trafficking within our own activities is low due to established recruitment and employment policies.

The primary risk associated with our undertakings is within our supply chain and their sourcing of raw materials globally. We have an established supply chain which mitigates this risk and regular reviews to identify any changes. Due diligence is completed for new suppliers to ascertain and mitigate the risk profile. Where viable we source material within a Chain of Custody scheme, which brings its own vigorous compliance procedures to eliminate slavery and human trafficking from the timber production process.

Staircraft requires all recruiting managers and those with procurement responsibilities to complete training on modern slavery during induction, with ongoing annual refresher courses.

Awareness and Training

We provide training to staff, particularly in procurement and recruitment, to help them identify and respond to risks of modern slavery. Topics include recognising signs of forced labour; ethical sourcing and escalating concerns.

In addition to training, we prominently display posters across all sites explaining workers' rights and how to flag potential modern slavery and human trafficking issues

Ongoing Activity

We continue to review our training and awareness activities across the business. We work closely with our suppliers via regular reviews to identify and mitigate the risk of human trafficking and slavery in any part of our supply chain.

By 2026, we aim to develop a KPI relating to the percentage of our product purchases by value that adheres to our anti-slavery clauses.

Commitment and Approval

We continue to review and strengthen our procedures to prevent modern slavery in our business and supply chains. This statement has been approved by the Board of Directors of Staircraft Group Ltd and signed on their behalf by:

Andy Hamilton
Executive Chairman
Staircraft Group Ltd
May 2025