

MODERN SLAVERY POLICY 2024



PERI Ltd is a wholly owned subsidiary of PERI SE based in Weissenhorn, Germany. PERI SE employs approximately 9,000 people worldwide and operates more than 60 subsidiaries producing a global annual turnover of €1.6 billion.

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and sets out the steps PERI Ltd has taken and will be taking to ensure that slavery and human trafficking is not taking place in any part of our business, or supply chain.

Our Values, Policies and Procedures

PERI Ltd is committed to acting with integrity in all its business dealings. Our Code of Conduct sets out the standards of behaviour expected from our employees in their dealings with others and how PERI supports the human rights both of its employees and wider supply chain. The following documents help us to identify and prevent modern slavery in our organisation:

- Our process for proving eligibility to work in the UK
- Our Whistleblowing Policy
- Our Employee Handbook
- Our Employment of Temporary Workers process
- Our ISO9001 Quality Management system
- Our Well-being initiatives and employee benefits
- Our Visa application process
- Our process for inducting new staff

These documents, as well as our payroll procedure and management training help to address our ongoing commitment to protecting our employees' human rights and the elimination of all forms of forced and compulsory labour. We seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent, and trusted. Our policies and procedures relating to the Modern Slavery Act are in line with our culture and values.

Our Supply Chain

Our parent company, PERI SE, is our primary supply chain for the majority of formwork and scaffolding products and services we offer in the UK. PERI SE is committed to **responsible sourcing** for all its raw materials, services and finished goods and has a zero-tolerance position on violations of the UK's anti-human trafficking and anti-modern slavery laws. Breaches of these laws will be looked at and support provided to companies in their efforts to comply with the legislation.

PERI SE's values are an integral part of its culture, and it ensures that when choosing supply partners these requirements are at the forefront of the selection process. We believe that choosing to work with like-minded businesses supports our business model and our ethical standpoint. Additionally, we are committed to acting responsibly in our business practices by making considered decisions that consider social, economic, and environmental factors.

Locally Sourced Products

When we buy locally, we are equally committed to buying **responsibly sourced** products and services. For example, we operate under an independently accredited Chain of Custody procedure for locally sourced timber and panel products to ensure compliance with the FSC (Forest Stewardship Council) and PEFC (Programme for the Endorsement of Forest Certification) standards. These standards contain strict requirements upon the restriction of forced labour within any accredited companies. The FSC and PEFC Chain of Custody for **'certified' products** account for over 95% of our timber and panel product purchases.

In line with FSC standards, we commit to not be directly or indirectly involved in activities violating any of the International Labour Organisation's (ILO) Core Conventions.

Risk Assessment and Due Diligence Process

We operate a contractor approval scheme to make sure that all companies that supply goods or services are vetted and therefore suitable to deal with, whether they're used for one-off transactions or as long-term vendors.

The Future

We believe that the risk of slavery and human trafficking within our organisation is low due to most of our sourcing coming from our responsible parent company, and because our local sourcing follows PERI SE's values and commitment to ethical behaviour, supported by our local policies, procedures and management structure and control. However, we are not complacent and recognise our responsibility to ensure these practices are not prevalent within our business or sector.

We will continue to monitor and develop our practices where possible, working with our suppliers to ensure due diligence regarding the values they hold, and that any additional influences such as the war in Ukraine and Israel, net migration, and the cost-of-living increases do not in impact our position on slavery or human trafficking.

- We will continue to undertake appropriate internal and external training where necessary for those responsible for procurement, the employment of people or engaging agency workers and sub-contractors.
- We will continue to perform right-to-work checks on all employees in line with Government regulations and complete an annual review to ensure that all employees continue to receive no less than minimum wage.
- We will continue to champion and promote our Whistleblowing policy and Employee Assistance Program

We will continue to be diligent, maintain relationships with our people and strive to implement new policies and benefits to ensure our people receive a fulfilling business relationship with our business.

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