

Modern Slavery Policy

PERI Ltd is a wholly owned subsidiary of PERI GmbH based in Weissenhorn, Germany. The Group has over 7,000 employees worldwide with more than 60 subsidiaries and a global annual turnover of €1.3 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 of our business dealings. Our code of conduct sets out the standards of behaviour we expect from our employees in their dealings with others and how PERI supports the human rights both of our employees and our wider supply chain. The following documents help us to identify and prevent modern slavery in our organisation:

- Our eligibility to work in the UK procedure
- Our Whistleblowing Policy
- Our Employee Handbook
- Our ISO9001 Quality Management system
- Our Code of Conduct

These documents help to address our on-going commitment to protecting our employee's human rights and the elimination of all forms of forced and compulsory labour.

Responsibly sourced products

We are fully committed to supporting responsibly-sourced products and implement and manage an accredited chain of custody procedure to ensure full compliance with the FSC and Programme for the Endorsement of Forest Certification (PEFC) standards. 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.

Our Supply Chain

Our supply chain is primarily our parent company, PERI GmbH, who supply the majority of the material we use for our formwork and scaffolding products and services.

The majority of our plywood is sourced from suppliers certified by the Forest Stewardship Council (FSC). Some smaller plywood suppliers who are not FSC certified are pre-approved by PERI GmbH. We consider the greatest modern slavery and human trafficking risk to our business and supply chain derives from our non-FSC certified suppliers and we expect to focus our attention on these suppliers before considering other non-high risk suppliers.

Risk Assessment and Due Diligence Processes

We fully comply with PEFC standards. Our risk assessment and due diligence is undertaken by PERI GmbH and, looks at provenance of products and assesses this against, the Transparency International's Corruption Perception Index.

The Future

We believe the risk of slavery and human trafficking within our organisation is mitigated by our Group vision, values and commitment to ethical behaviour, supported by our policies and procedures. However, we are not complacent and recognise that there is always more that can be done and continuously seek to develop our practices where possible and work with our suppliers and contractors to be as certain as we can be that they hold the same values as us and we intend to take the following further steps:

- Focus on our high risk suppliers, and carry out due diligence of these suppliers' processes and businesses to ensure that we are not exposed to modern slavery and human trafficking risks.
- Implement key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chain.
- Train high risk staff and require suppliers and business partners to provide training to their high risk staff and suppliers.



Alasdair Stables
Managing Director

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