

Tomorrow's Forests Ltd

Slavery & Child / Adult Trafficking Statement

The Tomorrow's Forests Ltd slavery and child/adult trafficking statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and was approved and signed by a representative of the Tomorrow's Forests Ltd Board on 9th December 2016. The statement will be updated annually. Tomorrow's Forests is a limited company registered in England (Company Number 8908389 and whose registered address is Tower House, 269 Walmersley Rd, Bury BL9 6NX)

The UK Modern Slavery Act 2015 requires certain businesses to provide public disclosures regarding efforts to eradicate slavery and child/adult trafficking from their supply chains. This disclosure is intended to provide customers with information that will allow them to make more informed decisions about the goods they are purchasing.

Tomorrow's Forests aims to comply with all laws and regulations relevant to our business area in all countries where we operate and not just the UK and has in place a group of individuals involved with ensuring such compliance. Following the implementation of the Modern Slavery Act 2015, Tomorrow's Forests Ltd can state that it is committed to maintaining and enforcing systems and controls effective in ensuring modern slavery cannot take place anywhere within its own business or in various companies forming its supply chain.

We consider modern slavery to be unethical, criminal and a violation of human rights and do not condone or approve directly or indirectly including among its suppliers. Exploitation and removal of a person's liberty by another in order to use them for personal or commercial gain is completely unacceptable to Tomorrow's Forests. Slavery and child/adult trafficking is not, and will not, be tolerated within Tomorrow's Forests and we are committed to conducting business with suppliers who support our high standards of ethical conduct. We support the humanitarian goal of eliminating slavery and child/adult trafficking in our supply chain partners.

Tomorrow's Forests is taking the following steps to manage our supply chains relationships responsibly and is providing the information below in compliance with the disclosure requirement of the UK Modern Slavery Act 2015:

- **Verification:** evaluates its suppliers through a business review process focused on risk based assessment and we reserve the right to terminate any group we engage with if they do not agree to comply with this policy or we discover infringement or unacceptable actions by them.
- **Contracts:** Our standard contracts with suppliers require that the supplier confirms that the materials incorporated into the goods comply with the laws regarding slavery and child/adult trafficking of the country or countries in which it does business and that it is also

in compliance with all applicable laws. Tomorrow's Forests operates a zero-tolerance policy to slavery and child/adult trafficking. No supplier contracts, will be awarded to any supplier not able to comply, with the undertakings detailed in the Modern Slavery Act 2015 and any breach of the Act by a supplier will result in dialogue with that supplier and potentially the termination of that supply contract.

● **Reporting:** In the event of slavery or child/adult trafficking occurring or an allegation being made the matter will be reported to our Compliance team to determine appropriate action. We have a system in place to encourage the reporting of concerns and the protection of whistle blowers.

● **Our Policies:** We are committed to ensuring that there is no modern slavery or child/adult trafficking in our product supply chain or any part of our business. Our policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and child/adult trafficking is not taking place anywhere. Our relevant policies include:

○ **Code of Conduct:** The Code provides compliance structure, applicable laws, and key policies and procedures that govern doing business in a lawful and ethical manner.

○ **Anti-Bribery and Corruption Policy:** Tomorrow's Forests is committed to the highest standards of ethical conduct and integrity in its business activities in the UK and overseas. This policy outlines the Company's position on preventing and prohibiting bribery, in accordance with the UK Anti-Bribery Act 2011. Tomorrow's Forests will not tolerate any form of bribery by, or of, its employees, agents or consultants or any person or body acting on its behalf.

○ **Preventing Workplace Violence Policy:** Tomorrow's Forests strives to maintain a workplace free from threats and acts of violence, as well as to maintain a process for reporting such incidents and or concerns about such behaviors.

○ **Equal Opportunity Policy:** It is Tomorrow's Forests policy to recruit, hire, assign, develop, compensate, evaluate, promote, or terminate employment, and to manage all other terms, conditions and benefits of employment without regard to race, colour, religion, sex, sexual orientation, age, gender identity or gender expression, national origin, disability or veteran status. In addition, Tomorrow's Forests complies with applicable national laws governing non-discrimination in employment.

The undersigned, being an authorized representative member of the board of directors of Tomorrow's Forests Ltd, approved this statement 18/08/2022. The statement will be reviewed and updated as appropriate on an annual basis.

Nick Hollingworth

Review & Updated: 18/08/2023



Managing Director

