



FSC® UK MODERN SLAVERY STATEMENT

November 2023

Although the annual turnover of Ephesea UK Ltd is considerably lower than the mandatory reporting threshold for the Modern Slavery Act, we are publishing this statement to demonstrate our support for the eradication of modern slavery and human trafficking.

The protection of workers' rights has always been part of FSC's Principles and, in 2021, core labour requirements were added to the chain of custody certification standard to provide added protection for the rights of workers in all FSC-certified operations.

As FSC UK we are committed to ensuring there is no modern slavery or human trafficking within any part of our organisation or our supply chains.

Ephesea UK Ltd (the "Charity") is a registered company limited by guarantee and a charity registered with the Charity Commission in England & Wales. The Charity currently employs 10-15 staff across the UK. Our recruitment procedures ensure that all prospective employees are legally entitled to work in the UK. We carry out reasonable and practical due diligence in the sourcing of goods and services. Forest-based products should be FSC-certified, and we have a preference to purchase from FSC-certified companies even for non-forest-based products. FSC standards require certificate holders to observe core labour requirements. Ephesea UK has an Anti-Bribery Policy demonstrating commitment to the requirements of the Bribery Act 2010. Ephesea UK has a Whistleblowing Policy that facilitates and encourages employees to raise concerns relating to suspected wrongdoing at work, including concerns that may relate to modern-day slavery or human trafficking.

Our approach to modern slavery and human trafficking risk will continue to evolve as regulation, the scope and scale of our operations and our organisational understanding of the issue grows.