Anti-Slavery and Human Trafficking Policy

The Chalford Group Herefordshire Ltd. comprising Chalford Timber Ltd., Chalford Compost Ltd., Chalford Silviculture Ltd., trading as Chalfords

Effective date: November 2026
Review date: November 2027

1. Our commitment

Chalfords, is committed to conducting its business ethically, responsibly and with respect for the rights and wellbeing of the people who work within our business and supply chains.

We have a zero-tolerance approach to modern slavery, human trafficking, forced labour, servitude and child labour and are committed to taking proportionate steps to reduce the risk of these practices occurring within our operations or supply chains.

This policy has been developed with regard to the principles of the Modern Slavery Act 2015.

2. Our business

Chalfords is a family-run business operating within the forestry, timber, natural-materials and associated product sectors.

Our activities include forestry and woodland-related operations, timber and natural-material processing, wood-fuel products and the supply of natural materials and products for commercial, landscaping and retail customers.

Through the Chalfords GROW & LANDSCAPE range, we also supply growing media, soil improvers and natural landscaping products in retail, bulk-bag and loose-bulk formats.

Our supply chain includes suppliers and contractors providing materials, equipment, transport, packaging, professional services and other goods and services required to support our operations.

3. Our principles

Chalfords will not knowingly engage with any organisation involved in slavery, human trafficking, forced or compulsory labour, unlawful child labour or other forms of exploitation.

We expect our employees, contractors, suppliers and other business partners to:

- comply with applicable employment, labour and human-rights legislation;
- ensure that all work is undertaken voluntarily;
- not use forced, bonded, trafficked or compulsory labour;

- not use unlawful child labour;
- not require workers to surrender passports, identity documents or other personal documentation as a condition of employment;
- not knowingly charge workers inappropriate recruitment fees as a condition of obtaining employment;
- provide working conditions and employment practices that comply with applicable legal requirements; and
- raise concerns where there is evidence or reasonable suspicion of modern slavery or exploitation.

4. Supply-chain due diligence

We recognise that modern-slavery risks can arise at different stages within supply chains and that the nature and level of risk can vary according to product, service, geography and method of supply.

We therefore take a proportionate, risk-based approach when selecting and working with suppliers and contractors.

Depending upon the nature of the relationship and the level of identified risk, this may include:

- considering the reputation and operating practices of potential suppliers;
- seeking information about the origin and supply chain of materials where appropriate;
- reviewing relevant policies, accreditations or supporting information;
- requesting further assurances where a potential risk is identified;
- favouring established and transparent supply relationships where practicable; and
- reviewing or reconsidering a commercial relationship where serious concerns cannot be satisfactorily resolved.

We expect suppliers and contractors to cooperate with reasonable enquiries relating to ethical sourcing, labour practices and modern-slavery risk.

5. Recruitment and employment

Chalfords is committed to responsible recruitment and employment practices.

Employees must have the legal right to work and must enter employment voluntarily. We do not support practices involving forced labour, bonded labour, trafficking or the unlawful withholding of identification documents.

Where recruitment agencies or labour providers are used, we expect them to comply with relevant UK employment and labour legislation and to operate responsible recruitment practices.

6. Reporting concerns

Employees, contractors, suppliers and other parties are encouraged to raise any concern about suspected modern slavery, human trafficking or unethical labour practices connected with our business or supply chain.

Concerns should be reported to:

Chalfords
New House Farm
Nordan
Leominster
HR6 0AJ

Telephone: 01568 616980
Email: products@thechalfordgroup.co.uk

Concerns raised in good faith will be treated seriously and appropriately. No person should suffer detrimental treatment for raising a genuine concern.

Where there are reasonable grounds to believe that criminal activity or immediate danger may be involved, the matter may also be referred to the appropriate authorities.

7. Responding to concerns

Where a potential modern-slavery issue is identified, Chalfords will seek to establish the facts and determine an appropriate response.

Depending on the circumstances, this may include requesting corrective action, obtaining further information, suspending or reviewing a supplier relationship, or referring concerns to an appropriate authority.

Our priority will be to act responsibly and proportionately, taking account of the welfare of any individuals who may be affected.

8. Awareness and responsibility

Responsibility for implementing this policy rests with the management of Chalfords.

Relevant employees will be made aware of the company's commitment to preventing modern slavery and of the importance of reporting concerns.

As our business and supply chains develop, we will keep our approach to modern-slavery risk under review and introduce additional controls, guidance or training where proportionate and appropriate.

9. Continuous improvement

Chalfords recognises that addressing modern-slavery risk is an ongoing responsibility.

We will seek to continually improve our understanding of our supply chains, supplier expectations and risk-management processes as the business develops.

10. Review and approval

This policy will be reviewed periodically, and at least annually where appropriate, to ensure that it remains relevant to the nature, scale and activities of the business.

This policy has been approved on behalf of Chalfords.

Signed: __Louis Saer_____
Name: __LOUIS SAER_____
Position: Director
Date: ____30th October 2026_____