



**Panelex Wood Agency Ltd.**  
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## **Panelex Wood Agency Ltd. Core Labour Policy**

Panelex commits to give full and due consideration to the workers rights and obligations established by national and local laws. The scope of which includes:

### Child Labour

Panelex is committed to the ILO and Ethical Trading Initiative (ETI) codes of conduct and as part of that commitment shall not use or employ any form of child labour of UK compulsory school age. The company will however support work experience through schools and colleges as part of a young person's education and is aware of its obligations to comply with Employment of Children Act 1973.

Any under 18 persons who are legally employed by Panelex will be subject to a specific under 18's risk assessment. No person under the age of 18 will be employed in work that impacts on health including hazardous or heavy work, the young person's risk assessment process shall ensure this is the case.

### Forced Labour

All employment relationships with the company are voluntary and based on mutual consent, without the threat of a penalty. Panelex will ensure compliance with Modern Slavery Act 2015 and that the following practices do not take place, including, but not limited to:

- Physical and sexual violence
- Bonded labour
- Withholding of wages / including payment of employment fees and/or payment of deposit to commence employment (other than lawful deductions)
- Unreasonable restriction of mobility/movement
- Retention of passport and identity documents
- Threats of denunciation to the authorities

### Discrimination

In compliance with the Equality Act 2010, the company is also committed to ensuring there is no unfair discrimination in employment or occupation and practices adopted are non-discriminatory.

### Freedom of Association and Collective Bargaining

Employees may raise concerns as individuals or collectively and may consult with management/HR on any employment matters including terms and conditions of employment. As such no formal union or other employee representative currently exists within the company.

However, employees do have the freedom of association and the effective right to collective bargaining including through trade unions which under UK law employees are free to establish or join. The company further commits to respect the full freedom of workers' representative body/union to draw up their constitutions and rules and also the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organisation, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.

**Registered Office: Old Station Road, Solihull, West Midlands, United Kingdom, B92 0HB**  
**Company No 1226911 Registered in England and Wales.**  
**Vat Registration No 343 191 809**  
**EORI No GB 343 191 809 000**