

Modern Slavery Act 2015

Modern slavery is defined as the offences of slavery, servitude, forced or compulsory labour, conduct that constitutes or would constitute such an offence if the conduct took place in the UK. Similarly where 'ownership' is exercised over a person or where servitude involves the obligation to provide services imposed by coercion, forced or compulsory labour or work or service extracted from a person under menace of a penalty. Human trafficking concerns the arranging or facilitation of the travel of another with a view to their exploitation, even where the victim has consented to the travel. Modern slavery is a crime, resulting in the abhorrent abuse of human rights, and the above act is intended to tackle the issue by the consolidation of various offences and includes a provision for transparency in supply chains and other service suppliers. To this end Section 54 of the Modern Slavery Act 2015 requires **Norbord Europe Ltd** to produce a slavery and trafficking Statement for each financial year. **Norbord Europe Ltd** is one of the world's leading manufacturers of engineered wood based panel products. Having entered the market in 1964 it has grown to 4 sites in Cowie (Stirling), Inverness, South Molton, and Genk (Belgium). With *circa* 850 employees our business is conducted in the UK and Europe (primarily in France, Belgium and the DACH region). In line with our own previously published values is committed fully to ensuring:

- Our own employees understanding of modern slavery
- That there is no modern slavery in our own business or that of our supply chains or other companies providing service.
- That we have adopted a zero tolerance approach to modern slavery of any kind within our business operations.

To this end we will, annually:


- Maintain a system for verification of supply chain and other service providers
- Provide specific training for relevant staff including Procurement and HR
- Provide awareness training programmes within all Norbord Europe sites about modern slavery.
- Remind staff of their own responsibility to report concerns, using appropriate channels
- Ensuring management is required to act upon these concerns.
- Review and update, where we require, our internal policies to ensure compliance with current legislation, inter alia our Human Rights Policy, [Whistle-blower Policy](#), [Codes of ethics policy](#), [Recruitment policies](#), [Grievance Policies](#).

Our suppliers and other service providers are required to confirm

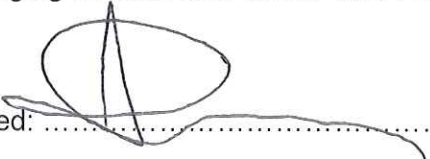
- Their own participation in ethical trading audits
- That they provide employees with good working conditions, fair treatment and reasonable rates of pay
- That they respect fully human rights and comply fully with appropriate legislative requirements
- That all carried out on their behalf is voluntary and not done under any threat of penalties or sanctions.
- That workers employed by them, including sub- contractors are free to leave work at any time (within legal or statutory notice periods) with all due remuneration.

Board Approval

This statement has been approved by the [Main Board of Norbord Europe Ltd](#) who will review and update it annually. This statement is made pursuant of section 54(1) of the Act and constitutes our slavery and human trafficking for the financial year ending 31st Dec 2015

Signed: Karl Morris Date: 5/5/17

Managing Director and Senior Vice President, European Operations

Signed: Alan McMeekin Date:

Vice President, Finance and Operations Director

