



William Hands operates a zero-tolerance policy to modern slavery and human trafficking. We recognise that modern slavery and human trafficking are global and growing issues and no sector or industry can be considered immune. This statement sets out the actions taken by William Hands to ensure that slavery and human trafficking is not taking place in any part of its supply chains and any part of its own business. Whilst William Hands is below the turnover threshold specified in the Modern Slavery Act 2015 required for compulsory reporting, the company has decided to make this statement voluntarily as best practice.

### **About William Hands**

William Hands is an established British designer and manufacturer of high quality, dynamic commercial furniture for the workplace. Manufacturing from the original site on which the company was founded, William Hands is a symbol of the success and evolution of the British furniture industry.

### **Workforce**

All of our staff are directly employed and under contract with us. William Hands ensures full compliance with HR legislation in the UK. Where any permanent or temporary staff are employed, these are recruited through reputable agencies typically for skilled activities which are considered low risk and workers are vetted to ensure they have the right to work in the UK.

### **Suppliers**

William Hands sources its materials from predominantly UK suppliers. Where overseas suppliers are used, these are based within the EU. Timber suppliers are required to hold Chain of Custody certification.

### **Policies in relation to modern slavery and trafficking**

William Hands operates a number of policies to ensure that we are conducting business in an ethical and transparent manner. Supply chain traceability in respect of timber components is also an integral part of the company's Chain of Custody certification.

### **Measuring effectiveness**

William Hands is committed to making continual improvements in understanding its supply chain, the evolving risks and conducting due-diligence to inform actions and commitments for the future.

### **Training about slavery and human trafficking**

Staff will be briefed so that they recognise the impacts associated with their activities and their role in managing these, as well as understanding the risks of modern slavery and human trafficking within supply chains and the business. It is expected from every employee to report any concerns, and management is committed to acting upon these.

**Robert Hamilton – CEO**

2<sup>nd</sup> January 2025