

Modern Slavery and Human Trafficking Statement 2025

Introduction

This statement sets out EGGER's actions to understand potential modern slavery risk related to its business and to put in place steps that are aimed at ensuring there is no slavery or human trafficking in its own business nor that of its supply chains. This statement is the 10th statement made by EGGER and has been updated to reflect the new [modern slavery statutory guidance](#) published by the Home Office in May 2025.

The organisation remains committed to preventing slavery and human trafficking in its corporate activities, and to ensure that its supply chains are also free from slavery and human trafficking.

Organisational structure and supply chains

The EGGER Group, with its head office in St. Johann in Tirol, is one of the leading international wood-based material manufacturers. Founded in 1961, the family-based company now has 22 production plants worldwide with over 11,000 employees. Global customers include those in the furniture industry, wood distribution, building markets and DIY business. In the 2023/2024 financial year, Group consolidated turnover was around EUR 4.13 billion. The ultimate parent company is EGGER Holzwerkstoffe GmbH, situated in Austria.

This statement covers the specific activities of the following EGGER companies in the UK:

- EGGER (UK) Limited
- EGGER Forestry Limited
- Timberpak Limited
- Campact Limited

In the UK, EGGER is vertically integrated into its own supply chain:

- EGGER (UK) Limited produces wood-based panels primarily for the UK market from plants in both Northumberland and Ayrshire and is considered a leading supplier due to high quality, innovative products and cutting-edge design. Principle customers are furniture manufacturers, construction companies and distributors.
- EGGER Forestry Limited annually harvests around 350,000 tonnes of timber of which approximately 50% is supplied to the company's plants. The remainder is traded with our sawmilling partners to support EGGER (UK)'s purchase of sawmill co-products.
- Timberpak Limited is primarily involved in the procurement of waste wood for recycling at the EGGER (UK) Limited plants as well as providing a cost effective and environmentally friendly option for disposing of waste wood.
- Campact Limited produces resin and glue for supply to EGGER (UK) Limited which is then used in the manufacturing process.

Relevant policies

The organisation continues to operate the following policies, which are regularly reviewed and communicated to all staff, to embed respect for human rights, and zero tolerance for modern slavery. These policies describe

the organisation's approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

Whistleblowing policy: EGGER Group has established an Ombudsman's office to which every Whistleblower can report suspicion or indication of violations. The Ombudsman's office is staffed by an independent lawyer. The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. The Ombudsman is available 24/7 via email, online reporting or by phone in multiple languages to enable quick and effective responses.

- **Employee [code of conduct](#):** This code makes it clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct, legal competence and ethical behaviour when operating and managing its supply chain.
- **[Supplier code of conduct](#):** The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers should, if deemed necessary, be able to demonstrate that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour.
- **Subcontractors/Agency workers policy:** The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.
- **[Our Modern Slavery & human trafficking policy](#)**
- **Our commitment to UN Global Compact** (see our Sustainability Report, pages 149 – 152 [Brochure Financial and Sustainability Report 2023-2024.pdf](#))

Due diligence

Within the UK, due to the vertical integration described, EGGER UK is able to better manage, be closer to, and be in more control of its supply chain and the activities involved. Departments work together and take joint responsibility for ensuring efforts are made to investigate and conduct due diligence on modern slavery, to ensure that basic labour standards are met.

EGGER UK procure a supply of material and subcontract labour from Global markets. Due to the geographical scope of the Group, the company is able to form closer relationships with these suppliers. With such multinational reach, the organisation has a local base of contact and can therefore manage and better control the risk of modern slavery.

During annual audits, EGGER asks suppliers about their operations and the policies and procedures they have in place to prevent modern slavery. These supplier audits will increase as additional members of the purchasing team are qualified to undertake them.

Performance indicators

The organisation continues to review its key performance indicators (KPIs) in light of the introduction of the Modern Slavery Act 2015 to demonstrate the effectiveness of the activities described in the statement. These

goals show EGGERS progress in identifying, preventing and responding to modern slavery. As a result, the organisation will continue to promote further awareness of modern slavery and human trafficking and will continue its labour monitoring and payroll systems. EGGERS key aim is to review and develop its modern slavery statement annually, and to monitor the UK regulatory changes to maintain total compliance.

Training

All Company Directors and Plant Managers are aware of the importance of mitigating any incidences of modern slavery and human trafficking within the organisation and its supply chain. Company Directors are responsible for compliance within their respective functions. EGGER has an internal e-learning on Modern Slavery which is compulsory for all employees, and is reviewed on an annual basis in line with government guidelines. This training creates a deeper awareness and understanding of the topic, and signs to look out for, as well as informing employees about what they should do if they ever become aware or suspicious of any incidents of Modern Slavery, staff are also reminded via posters displayed around the site and via posts on our intranet. In the past year, the Technical Purchasing team have begun undertaking and completing the CIPS Ethics certificate as part of their development studies.

Audit process

The organisation is committed to ensuring full compliance with regulations relating to Modern Slavery and Human Trafficking, and as such continuously and thoroughly monitors this through its internal auditing process. EGGER UK has multiple Auditing policies in place to ensure full awareness of its own ongoings, and those of its suppliers. EGGER UK promotes internal feedback, to review contractors' behaviour and performance. In the event of negative feedback, a formal review with the contractor is initiated, with all follow-ups recorded on file internally. Additionally, EGGER UK have designed a new training course, set to be introduced across the organisation over the coming year, whilst all UK buyers have already been trained and have begun planning Audit visits.

EGGER supports victims of Modern Slavery by:

- Providing job security - ensuring victims do not lose their job due to absences related to victimisation
- Connect survivors with local support services such as counselling, legal assistance, and job training
- Provide information to employees about financial resources available to survivors, including Crime Victim Compensation.
- Provide a living wage/meaningful employment to survivors.
- Raising awareness among employees and the community.

A handwritten signature in black ink, appearing to read "Jonathan Tully".

Jonathan Tully
Financial Director
August 2025

Modern Slavery and Human Trafficking Statement 2024

Introduction

This statement sets out EGGER's actions to understand potential modern slavery risk related to its business and to put in place steps that are aimed at ensuring there is no slavery or human trafficking in its own business nor that of its supply chains. This is the ninth statement made by EGGER.

As part of the wood-based panel industry, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is committed to preventing slavery and human trafficking in its corporate activities, and to ensure that its supply chains are also free from slavery and human trafficking.

Organisational structure and supply chains

The EGGER Group, with its head office in St. Johann in Tirol, is one of the leading international wood-based material manufacturers. Founded in 1961, the family-based company now has 22 production plants worldwide with approximately 11,400 employees. Global customers include those in the furniture industry, wood distribution, building markets and DIY business.

This statement covers the specific activities of the following EGGER companies in the UK:

- EGGER (UK) Limited
- EGGER Forestry Limited
- Timberpak Limited
- Campact Limited

In the UK, EGGER is vertically integrated into its own supply chain:

- EGGER (UK) Limited produces wood-based panels primarily for the UK market from plants in both Northumberland and Ayrshire and is considered a leading supplier due to high quality, innovative products and cutting-edge design. Principle customers are furniture manufacturers, construction companies and distributions.
- EGGER Forestry Limited is primarily involved in harvesting of woodlands and the subsequent supply of timber to EGGER (UK) Limited.
- Timberpak Limited is primarily involved in the procurement of waste wood for recycling at the EGGER (UK) Limited plants as well as providing a cost effective and environmentally friendly option for disposing of waste wood.
- Campact Limited produces resin and glue for supply to EGGER (UK) Limited which is then used in the manufacturing process.

The ultimate parent company is EGGER Holzwerkstoffe GmbH, situated in Austria.

Relevant policies

The organisation continues to operate the following policies. These policies describe the organisation's approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy:** The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.
- **Employee code of conduct:** The organisation's code makes it clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct, legal competence and ethical behaviour when operating and managing its supply chain.

- **Supplier code of conduct:** The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers should, if deemed necessary, be able to demonstrate that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour.
- **Subcontractors/Agency workers policy:** The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

Due diligence

Within the UK, due to the vertical integration described, EGGER is able to better manage, be closer to, and be in more control of its supply chain and the activities involved.

In the UK, EGGER procure a supply of material and subcontractor labour from wider Europe. Due to the geographical scope of the Group, the company is able to form closer relationships with these suppliers. With such multinational reach, the organisation has a local base of contact and can therefore manage and better control the risk of modern slavery.

In the past year, during our annual audits of suppliers, we have been asking each supplier about their operations and what policies and procedures they have in place to prevent modern slavery. These audits of suppliers will increase with further training of additional qualified members of the purchasing team to undertake these.

Performance indicators

The organisation continues to review its key performance indicators (KPIs) in light of the introduction of the Modern Slavery Act 2015. As a result, the organisation will continue to promote further awareness of modern slavery and human trafficking and will continue its labour monitoring and payroll systems. Our key aim over the next year is to review and develop our modern slavery statement, even further, and to monitor the UK regulatory changes to maintain total compliance.

Training

All Company Directors and Plant Managers are aware of the importance of mitigating any incidences of modern slavery and human trafficking within the organisation and its supply chain. The Company Directors are responsible for compliance within their respective functions. EGGER has an internal e-learning on Modern Slavery which is a compulsory all employees. This training creates a deeper awareness and understanding of the topic as well as informing employees about what they should do if they ever become aware or suspicious of any incidents of Modern Slavery. In the last year, the Technical Purchasing team have begun undertaking and completing the CIPS Ethics certificate as part of their development studies.

Audit process

The organisation is committed to ensuring full compliance with regulations relating to Modern Slavery and Human Trafficking, and as such continuously and thoroughly monitors this through its internal auditing process. EGGER has multiple Auditing policies in place to ensure full awareness of our own ongoings, and those of our suppliers. EGGER promotes an internal feedback procedure, to review contractors' behaviour and performance. In the event of negative feedback, a formal review with the contractor is initiated, with all follow-ups recorded on file internally. Additionally, EGGER have designed a new training course, set to be introduced across the organisation over the coming year, whilst all UK buyers have already been trained and have begun planning Audit visits.

A handwritten signature in black ink, appearing to read "Bernd Steinlechner".

Bernd Steinlechner
Financial Director