

Modern Slavery and Human Trafficking Statement 2026

Introduction

EGGER has a zero-tolerance approach to modern slavery, forced labour, servitude and human trafficking. 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 11th statement made by EGGER and has been updated to reflect the new [modern slavery statutory guidance](#) published by the Home Office in May 2025.

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 2024/2025 financial year, Group consolidated turnover was EUR 4.12 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 has introduced a new group wide whistleblowing platform called SpeakUp to which every Whistleblower can report suspicion or indication of violations. SpeakUp is a free confidential and independent service which can be used both by internal and external parties. The whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. The SpeakUp platform is available 24/7 and reports can be made various ways including SpeakUp App. Egger are obliged to acknowledge receipt of a report within 7 days of receiving it and respond to the report within a reasonable period.
- **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 [Financial_and_Sustainability_Report_EN.pdf](#)

Due diligence

EGGER UK's vertically integrated business model gives us greater visibility and control over supply chain activities. This enables us to work closely with suppliers and stakeholders to identify, assess and manage potential modern slavery risks. Responsibility for preventing modern slavery is shared across departments, which work together to carry out due diligence to ensure that appropriate standards are maintained throughout our operations and supply chain.

EGGER UK sources materials and engages subcontracted labour from both UK and international markets. As part of the wider EGGER Group, we benefit from strong, long-standing supplier relationships and local points of contact in many regions. This helps us maintain effective oversight and respond quickly to any concerns relating to modern slavery and human rights.

As part of our supplier due diligence process, we conduct regular audits and assessments to understand suppliers' operations and the measures they have in place to prevent modern slavery and human trafficking.

Performance indicators

The organisation continues to review its key performance indicators (KPIs) considering 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

Modern slavery awareness training forms part of our compliance programme and during the reporting period:

- Modern slavery awareness training remained available to employees;
- Directors and managers continued to receive information on modern slavery risks and reporting requirements;
- Our purchasing team continued to receive guidance relating to ethical supply chain management; and
- Awareness materials were communicated through internal channels and workplace notices.

The purpose of this training is to help employees identify warning signs of exploitation and understand the procedures for reporting concerns.

Since the training was introduced, 98% of the target audience has completed it. In 2026, we refreshed the training, with the revised programme scheduled to launch during 2027.

Audit process

EGGER UK is committed to ensuring compliance with legislation relating to modern slavery and human trafficking. To support this commitment, we monitor our operations and supply chains through internal audits and established compliance processes.

We have an auditing procedure in place to help identify and assess potential risks within our business and among our suppliers. We also encourage employees to provide feedback on the performance and conduct of contractors and service providers. Where concerns are raised, a formal review is undertaken, and actions and follow-up measures are documented and monitored.

All the UK purchasing department have already received training on the auditing procedure and are actively planning supplier audit visits to support ongoing due diligence and risk management.

Future Priorities

During the next reporting period EGGER will focus on:

- Re launch the employee training and updating the training to include the new whistleblower process;
- Reviewing our approach against the UK modern slavery guidance and keep up to date with the proposed regulation changes in 2027;
- Strengthening and monitoring and reporting metrics;
- Enhancing our risk assessment activities across our indirect supply chains.

Approval

This statement has been approved by the Board of Directors of EGGER (UK) Limited and is signed on its behalf.

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

Jonathan Tully
Financial Director