



Modern Slavery and Our Business – Yearly Statement **August 2020**

During this year, we have met our target of maintaining the training level of 75% of senior and middle management on how to reduce the risks of becoming a link in the Modern Slavery chain.

Those who have trained are continuing to implement the guidance given at the Stronger-Together and Supply Chain Sustainability School seminars they have attended. One hundred percent of long-term employees and seventy percent of other employees and workers have received the Stronger Together Combatting Modern Slavery video toolbox talk.

Our employee handbook contains a section on combatting Modern Slavery and we have a Modern Slavery Policy.

There is already a heightened awareness within the company of this issue and the media packs are being used and displayed at all our business entities.

To date, we have found no evidence of modern slavery, either in our own workforce, or within our subcontract labour force.

We have confirmed that all our staff and subcontract workers are paid at or above the National Minimum Wage.

The coming years goals are to continue training the remainder of the senior and middle management team and continue to train those supervisors at the forefront of our business in the methods for identifying those at risk and providing help as required.

The purchasing department continue to map and engage our supply chain in efforts to combat modern slavery. As yet, we have no evidence to suggest that modern slavery exists within our supply chain.

A handwritten signature in blue ink, appearing to read 'M Stephenson', with a long horizontal flourish extending to the right.

Martin Stephenson

Chairman

August 21, 2020