



Modern Slavery and Our Business – Yearly Statement 2018

During this year, we have met our target of training 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 beginning to implement the guidance given at the Stronger-Together and Supply Chain Sustainability School seminars they have attended.

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 of our subcontract labour force.

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

The coming years goals are to train the remainder of the senior and middle management team and begin to train those supervisors at the forefront of our business.

The purchasing department have begun mapping our supply chain but there is a long way to go. We aim to complete this process by the third quarter of 2019.

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

Martin Stephenson

Chairman

November 01, 2018