

Modern Slavery & human trafficking policy

Introduction:

This statement sets out Su-Fix precast Ltd actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

The Organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Su-Fix Precast is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains:

This statement covers the activities of Su-Fix Precast Ltd:

- Design, Supply and installation of precast products.

Su-Fix Precast currently operates in the following countries:

- England and Wales

Responsibility for Su-Fix Precast's anti-slavery initiatives is as follows:

- **Policies:** The policy will be updated annually and signed by the company's Director
- **Investigations/Due diligence:** Suppliers and Sub-Contractors will be regularly investigated to make sure that they do not participate in human slavery.

Relevant Policies:

The organisation operates the following policies that describe that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistle blowing Policy:** - The organisation encourages all its workers, customer and other business partners to report any concerns related to the direct activities, or the supply chains or the supply chains of Su-Fix precast Ltd. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisations whistleblowing procedure is designed to make it easy for employees to make disclosures, without fear of retaliation. Employees, customers or others who have concerns are encouraged to raise any concerns verbally to the director and/or other senior managers of the company.
- **Employee code of conduct:** - The organisation code makes clear to employees the actions and behaviour expected of them when representing the organisation. Su-Fix Precast Ltd strives to maintain the highest standards of employee conduct and ethical behaviour when potentially operating abroad and managing its supply chain.
- **Supplier code of conduct:** - Su-Fix precast is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their workers working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship.

Relevant Policies:

Su-Fix Precast Ltd

Su-Fix Precast Ltd undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation due diligence and reviews include but not restricted to:

- Mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking;
- Evaluating the modern slavery and human trafficking risks of each new subcontractor from the information provided in their completed “competency questionnaire”
- Reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping;
- Providing advice to suppliers and subcontractors when considered necessary or when asked;
- Reporting suppliers and subcontractors when necessary or when asked; slavery or violating our supplier code of conduct. The business relationship will be immediately terminated in such instances.

Policy review date: 4th May 2024

Name: Mark Jauncey

Signed:



Position: Director