

## Slavery and Human Trafficking Statement

Slavery and Human Trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

### 1.0 Our Policies

1.1 We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to acting ethically and with integrity in all our business relationships and taking reasonable steps to ensure slavery and human trafficking is not taking place anywhere that has any sort of business relationship with our Company.

### 2.0 Due diligence processes for slavery and human trafficking

2.1 As part of our initiative to identify and mitigate risk:

- > We have in place systems to encourage the reporting of concerns and the protection of whistle blowers
- > Our supply chain providers are always with a UK provider and we expect these entities to have suitable anti-slavery and human trafficking policies and processes

2.2 We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

### 3.0 Training

3.1 The management team are responsible for compliance in their respective departments and for their supplier relationships and have been trained accordingly. All employees receive an induction into the business where our policies, procedures and expectations are outlined.

### 3.2 Our effectiveness in combating slavery and human trafficking

3.3 We use the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Use of labour monitoring, right to work documentation and payroll audits
- Maintain a level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with our expectations
- We regularly review supply chain policies, codes of conduct and our working practices to show commitment

This statement is pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for 2016.

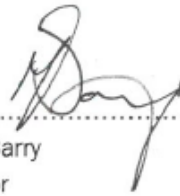
We have updated this document to reflect the Home office guidance on the slavery and human trafficking statement.

We will record here any changes to this resource as a result of developments in the law or practice.



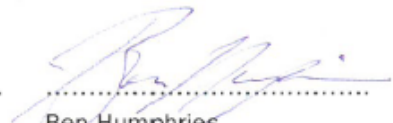
Jonathan Hines  
Managing Director

Date: 23.02.16



Mark Barry  
Director

Date: 24.02.16



Ben Humphries  
Director

Date: 24.02.16