

**Stanford Industrial Concrete Flooring Limited: Modern Slavery Statement for financial year ended 31<sup>st</sup> March 2018 issued pursuant to Section 54 of the Modern Slavery Act 2015.**

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Stanford Industrial Concrete Flooring (SIFCL) have a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

**Our Business and Supply Chains**

SICFL supply high quality and high tolerance in-situ concrete slabs. We design, supply and install specialist concrete flooring across the UK. As a business we are committed to ensuring, as far as is practically possible that human trafficking and slavery is not present in our business or supply chain.

SICFL use supply chains predominantly from within the UK for the supply of materials and labour. We aim to ensure that we only work with credible suppliers and contractors to limit the potential risk of slavery or human trafficking in our business and supply chain.

**Our Policies**

We have a number of policies in place to ensure we are conducting our operations in an ethical and transparent manner:

- Slavery policy
- Equality & Diversity Policy
- Anti-Bribery & Corruption Policy
- Equal Opportunity, Harassment & Bullying Policy
- Health & Safety Policy
- Recruitment Policy

**Due Diligence Processes**

Prior to taking on a new member of direct staff we ensure that we complete the necessary pre-employment checks to verify the workers' identity and eligibility to work in the UK. We would not employ those who are unable to provide us with such evidence. We pay all of our directly employed workers at least the statutory UK National Minimum Wage or the UK National Living Wage (as applicable to the age of the worker).

For suppliers and subcontractors we use trusted suppliers and aim to build a good long standing relationship. We are committed to tackling modern slavery and human trafficking and want to work with suppliers who share our values.

SICFL Ltd expects its sub-contractors to ensure that modern slavery does not exist within their own supply chain. Subcontractors complete a pre-qualification questionnaire (PQQ) which covers a range of areas including our expectations on compliance with slavery and human trafficking legislation.

### Assessing and Managing Risk

Within our supply chain it has been identified that high risk areas are:

- the use of staff by subcontractors or suppliers where their processes are not compliant
- Employment of sub consultants, suppliers and sub-contractors, where their work practices may be non-compliant

In order to manage the risks that we are exposed to:

- SICFL aims to source suppliers responsibly in line with our expectations
- Subcontractors are required to complete a PQQ
- Our subcontractors and suppliers are subject to annual reviews
- SICFL supervise all sites by appropriately trained and directly employed management teams

### Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

### Training

We will undertake training for our management teams and procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

It is essential that all our staff have an awareness of modern slavery issues. We will provide, on an ongoing basis, information and training to staff. We will also provide one to one support and guidance to staff who have responsibilities for a supply chain including:

- How to identify the signs of slavery and human trafficking
- What steps the organisation should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from the organisation's supply chains
- What initial steps should be taken if slavery or human trafficking is suspected
- How to escalate potential slavery or human trafficking issues to the relevant parties within the organisation
- What external help is available, for example through the Modern Slavery Helpline

This statement has been approved by the Company's board of director's and will be reviewed and updated annually.

Director's signature:



Director's name: Kevin Louch

Date: January 2019