



## MODERN SLAVERY AND HUMAN

## TRAFFICKING STATEMENT

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At Finish Architectural Ltd we recognise that slavery and human trafficking are significant human rights issues, we are committed to taking appropriate and proportionate steps to mitigating the risk of these occurring within our businesses and our supply chain. This statement covers our approach at Finish Architectural Ltd and all subsidiaries.

As a manufacturing company operating within the UK, the key areas of our operation that could be affected by slavery and human trafficking are our directly hired employees, agency workers working on our behalf, subcontractor operatives and the workforce of our supply chain who supply materials to our business. The steps that we take to mitigate risks in relation to each of these areas are as follows:

- Employees:
  - We verify that all employees have the right to work in the UK upon commencement of their employment.
  - We make all employees aware of their working hours, leave and absence entitlements and other employment benefits via the Employee Handbook.
  - We prohibit the use of forced labour in our Code of Conduct and training on modern slavery is available to employees.
  
- Agency workers:
  - We aim to only engage agency workers that are provided by suppliers on our Preferred Supplier List.
  - We require all Preferred Supplier List suppliers to a) ensure their agency workers have the right to work in the UK b) confirm that they do not charge workers a work finding fee and c) to have procedures in place to minimise the risk of recruiting forced or compulsory labour.

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- **Subcontractors:**
  - We require subcontractors to ensure their employees have the right to work in the UK.
  - We consider sub-contractor's approaches to employee rights and any breaches of human rights related legislation during our selection process.
  - We want all sub-contractors that purchase materials for use on our sites to consider the risk of modern slavery in their supply chain.
  
- **Suppliers:**
  - We procure all our directly sourced materials from UK based organisations that are required to comply with UK laws on forced labour. Where materials are directly sourced from outside of the UK, we consider the risk of slavery and human trafficking as part of our selection process.

Our whistleblowing procedure allows any employee or third party to confidentially raise a concern.

This statement will be reviewed and updated as necessary on at least an annual basis. accountability for compliance with this statement rests with the Executive Board.

Signed for, and on behalf of, the Executive Board:



**Steven Espie Whitburn**

**Managing Director**