

Modern Slavery & Human Trafficking Statement

This statement sets out the steps that the Scolmore Group have taken to prevent any occurrence of Slavery or Human Trafficking within our organisation and also our supply chain. The Company acknowledges the responsibility to the Modern Slavery Act 2015 and the relating provisions set out within.

Scolmore Group is a British based family run group of Companies consisting of Scolmore International Ltd, ESP Ltd & Unicrimp Ltd.

We are committed to providing a comprehensive range of reliable, high quality and competitively priced products to our customers, whilst also offering a bespoke design and manufacture service to ensure we provide exactly the right solution and product for any installation or project.

We maintain excellent trading relationships with the different organisations in our supply chain and are responsible for employing over 100 employees across the group of Companies.

Our Supply Chain

With regard to Employment Law, Human rights and including the Modern Slavery Act 2015, we will constantly review our policies & procedures to ensure continual compliance and risk management remains up to date. This will help us to ensure any associated risks, detection & prevention of modern day slavery and human trafficking within our supply chain for products & services provided to our group of Companies.

Due Diligence Process

As part of the company's due diligence process into slavery and human trafficking the supplier approval process will incorporate:-

- An annual audit review of all of our suppliers & their processes.
- The business will not make any commercial relationships with any business knowingly involved with slavery or human trafficking.
- We expect all UK based suppliers to familiarise themselves with The Modern Slavery Act 2015 and our anti-slavery values and act consistently within these parameters.
- We ensure our whistleblowing policy is kept up to date and everyone is encouraged to report any concerns.
- We work to protect any vulnerable and exploited workers.
- We will continue to work with the Trade Associations to continuously improve our audit procedures and results.

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Effectiveness & Communication

Using our Company web-based software Activ we will measure the effectiveness of our policy & complete regular audits of our supply chain thru questionnaires, personal contact & site visits. This will help us to ascertain their understanding, compliance and set a standard of expectations.

We will provide any training where deemed necessary to help staff members monitor employee wellbeing and ensure no member of staff is exploited or made to feel vulnerable.

The Board of Directors will ensure effective communication of the policy throughout the Group companies and ensure all staff have a responsibility to prevent any slavery or human trafficking to occur.

Our Policy

We have a zero-tolerance to modern slavery and human trafficking and we expect all those in our supply chain to comply with our values.

If a supplier is found to be operating with unacceptable practices they will be investigated and provided with guidance to remedy the situation. If no improvement is implemented or they indicate an unwillingness to cease the unacceptable practices then our trading relationship will cease with immediate effect and we will report them to the appropriate authorities.

Company policies within the Group of companies help us to assess, prevent and mitigate the risk of modern slavery existing in our organisation and its supply chains. These include:-

- Modern Slavery Policy
- Grievance Policy
- Whistle-blowing Policy
- ISO9001 International Standard.

This statement has been approved by the Board of Directors

Signed:

