

MODERN SLAVERY ACT STATEMENT

Introduction

Gilbert-Ash is committed to protecting human rights and have a zero-tolerance approach to modern slavery, human trafficking and labour exploitation across our business and supply chain. We adhere to the Criminal Law (Human Trafficking) Act 2008 in the Republic of Ireland and the Modern Slavery Act 2015 in the UK.

Modern slavery is when someone loses their freedom and is controlled and exploited by another person or people for commercial or personal gain.

Human trafficking is the act of recruiting, transporting, harboring or receiving individuals through force, fraud or coercion for the purpose of exploiting them for profit.

Labour exploitation is defined as the abuse of people in the workplace for profit. This can include working excessive hours without a rest break or being paid below minimum wage.

Recruitment

Our HR department has developed a comprehensive and transparent recruitment process that includes stringent vetting for all candidates, and our recruitment process is third party audited to ensure compliance with all procedures and applicable legislation.

Gilbert-Ash will continue to audit our labour providers to ensure due diligence and compliance is being upheld, and that all candidates are treated with respect and dignity.

Supply Chain

We have a zero-tolerance approach to modern slavery and human trafficking and expect those within our supply chain to comply with our values on the matter. As part of Gilbert-Ash's commitment to preventing and tackling modern slavery, we have taken various steps to mitigate this throughout our supply chain and within our business.

Our supply chain charter has been produced to outline our expectations with regards to compliance. As part of our procedure to identify and mitigate associated risk, we aim to build strong professional relationships with our supply chain partners. We will only trade with those who fully comply with this policy.

Our supply chain management process includes measures to encourage the reporting of any concerns. We also commit to protecting all whistle blowers through our Whistleblowing Policy.

Due Diligence

We provide training to relevant employees, including our board of directors, to ensure a high level of understanding of the risks associated with modern slavery and human trafficking within our business and across our supply chain. Specifically, we provide training and awareness on modern slavery, human trafficking and labour exploitation through our inductions for all employees, agency workers and sub-contractors and continue to display posters on our sites detailing remedy for any victims of the above.

Gilbert-Ash continue to audit our supply chain to ensure modern slavery, human trafficking or labour exploitation is not taking place and will continue to align to industry and recognised best practice.

This statement is upheld by our ESG Strategy and the following policies:

- Anti-Bribery Policy
- Dignity at Work Policy
- Modern Slavery Policy
- Recruitment Policy
- Whistleblowing Policy

This policy statement is made pursuant of the Modern Slavery Act 2015.

Control

Issue	Change Details	Date
1	Initial document	100319
2	Updated document	010323
3	Reviewed document	010324
4	Reviewed & Reformatted	010325
5	Reviewed & updated document	010326



Ray Hutchinson - Managing Director

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