



Modern Slavery and Human Trafficking Statement 2020

This statement sets out Euramax Solutions Limited approach to understanding and addressing any potential slavery and human trafficking risks within its business and supply chains.

Euramax Solutions Limited takes this matter seriously and is committed to improving our practices to combat slavery and human trafficking. This statement relates to actions and activities during the financial year 2020.

The organisation's structure, its business, and its supply chains

This statement covers the activities of Euramax Solutions Limited.

Business Activities: The principal activities of the business are to manufacture and distribute uPVC and Aluminium products for the construction and DIY markets.

Nature of Supply Chain: Our supply chain involves either our own transportation or via a 3rd party logistics partner, of manufactured products to customers across the UK.

Responsibility

Responsibility for the organisation's modern slavery and human trafficking initiatives is as follows:

- Policies: We have a zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors that we engage with to comply with our values.
- All Directors and Senior Managers are responsible for compliance in their respective departments and for their supplier relationships.

The organisation's policies in relation to slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking within our supply chains or any part of our business. The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and modern trafficking in its operations:

- Whistleblowing policy
- Employee core values
- Agency workers



The organisation's due diligence processes in relation to slavery and human trafficking and in its business and supply chains

As part of our initiative to identify and mitigate the risk of slavery and human trafficking occurring within our business and supply chains, the organisation undertakes due diligence when taking on new suppliers and regularly reviews its existing ones. This includes:

- Mapping the supply chain broadly to assess product or geographical risks of modern slavery and human trafficking.
- Evaluating the modern slavery and human trafficking risks of each new supplier.

We believe due diligence is an area where we can improve further. We will be reviewing our supplier introduction and review process, including documentation, to ensure effectiveness and continued improvements are achieved.

The organisation's effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against relevant performance indicators.

Euramax Solutions Limited has reviewed its key performance indicators (KPIs) and as a result, the organisation is:

- Requiring appropriate Management to have completed training on modern slavery by 31st December 2020.
- Developing a system for supply chain verification expected to be in place by 31st December 2020, whereby the organisation evaluates potential suppliers before they enter the supply chain; and
- Reviewing its existing supply chains expected to be completed by 31st December, whereby the organisation evaluates all existing suppliers.

The training about slavery and human trafficking available to the organisation's staff

We have communicated our Modern Slavery and Human Trafficking Policy to our workforce, providing them with information on how to identify and report potential slavery within the workplace.

We also are committed to providing appropriate Management with training on our responsibilities under the Modern Slavery Act 2015 and how to support the workforce on how to identify and report potential slavery within and outside the workplace.

On behalf of Euramax Solutions Limited

Nick Cowley - Managing Director