

## MODERN SLAVERY ACT STATEMENT

This Policy is applicable to all companies within the Ridgewall Group (“Ridgewall”, “we”, “us”, “our”).

Modern slavery is a crime resulting in an abhorrent abuse of human rights. It is constituted in the Modern Slavery Act 2015 by the offences of ‘slavery, servitude and forced or compulsory labour’ and ‘human trafficking’. The Government believes that between 10 and 13 thousand people are affected by this in Britain.

The provision in the Act requires that any commercial organisation in any sector, which supplies goods or services, and carries on a business or part of a business in the UK, and is above a total turnover threshold at £36m, must produce a slavery and human trafficking statement for each financial year of the organisation. The Act specifically states that the statement must include ‘the steps the organisation has taken during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains as well as in any part of its own business.

Although Ridgewall does not fall under the reporting requirements of the Modern Slavery Act, we understand that we have a moral and legal obligation to ensure our supply chain is slavery free.

We, the Directors of Ridgewall, are committed to managing our business in a socially responsible way and to preventing slavery and human trafficking in our business activities. Due to the nature of our business, we assess that there is very low risk of slavery and human trafficking in our activities and supply chains. However, we aim to periodically review the effectiveness of the relevant policies and procedures that we have in place. These include:

- All our workers receive above minimum wage,
- We undertake robust right to work checks on all workers,
- As part of our ISO certified management system we have implemented a supplier review process that includes identifying any suppliers in geographical regions that may be exposed to modern slavery offences,
- Where risk of exposure to modern slavery is identified we will undertake additional checks and may undertake a site audit of the supplier.

Staff will be trained and educated on the risks of modern slavery and what to do if they have any suspicion of slavery or human trafficking.

Signed by Company Directors on the 19<sup>th</sup> May 2022

*Alistair Kane*

CEO

The Ridgewall Group