

MODERN SLAVERY ACT STATEMENT

Gilbert-Ash Limited is committed to ensuring that modern slavery and / or human trafficking is not taking place within our business or across our supply chain. We have therefore developed controls to ensure we take appropriate action whenever any concerns are raised from either within or outside of our business.

Our Human Resources Department have a comprehensive and transparent recruitment process that includes stringent vetting for all candidates together with an internal audit process for approved recruitment agencies.

Our supply chain charter outlines our expectations with regards to compliance and all partners are signed up to the charter on approval. As part of our procedure to identify and mitigate associated risk, we aim to build strong professional relationships with our supply chain partners and we encourage full compliance with the charter.

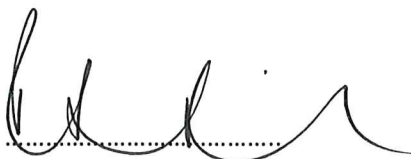
Being aware of the risk of modern slavery in construction, the majority of which for us is through our supply chain, we actively encourage the reporting of concerns whilst also committing to protection for all whistle blowers and those who wish to raise a grievance.

With the collaboration of one of our clients we have completed a 4 pillar SMETA Audit and we are a registered SEDEX member. This has resulted in a review of our supply chain management, the delivery of awareness/good practice sessions to staff and supply chain members and the establishment of a regular internal audit process which we hope will have an impact in reducing modern slavery in construction. We recognise that continual improvement on compliance / observations raised in the SMETA Audit will be achieved through working in partnership with our supply chain.

We have a zero tolerance to slavery and human trafficking, and we expect all those within our supply chain to comply with our values in this respect.

We provide training to relevant employees, including our board of directors, to ensure high level of understanding of the risks associated with modern slavery and human trafficking within our business and across our supply chain.

This policy statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Slavery and Human Trafficking Statement for the financial year ending 2019. It has been approved by our Managing Director and is communicated to all employees and supply chain. It has been published on our website and will be regularly reviewed to ensure its on going suitability to meet the needs of the business.

A handwritten signature in black ink, appearing to read 'Ray Hutchinson', written over a horizontal dotted line.

Ray Hutchinson
Managing Director

Date: Jan 2020