

## Modern Slavery Statement

This statement for financial year 2017/2018 is made pursuant to the Modern Slavery Act 2015 and sets out the steps that Techrete has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery is an unquestionable and indefensible violation of an individual's basic human right. Techrete recognises that it has a moral and social responsibility to take zero tolerance approach to modern slavery in all forms.

### **OUR BUSINESS**

Techrete Design, Manufacture and Erect Architectural Precast Concrete Cladding. We have our head office and a production plant in Dublin Ireland, a production plant in Brigg North Lincolnshire and offices in Leicester and London. We operate in the manufacturing and construction sectors throughout the UK and Ireland and we work with more than 300 suppliers.

### **RISK MANAGEMENT**

Techrete undertake due diligence when considering taking on new employees, new suppliers and are in the process of reviewing our existing suppliers.

- We have completed an internal discussion with commercial and purchasing managers to identify any possible high-risk areas.
- We have requested all suppliers / subcontractors to complete an initial questionnaire and if appropriate they are included on our approved suppliers / subcontractors list.
- We will be completing a survey on the measures that our identified high risk areas are undertaking to combat the risk of modern slavery in the supply chain and their views on the associated risks. This survey will be rolled out over the 2017/18 financial year. The responses from this will be used as part of a formal process to assess the risk across the supply chain. This will then lead to additional actions to combat the risk of modern slavery.

### **CURRENT ACTIVITY**

*Existing and new Suppliers:* Techrete operates a supplier policy and maintains a preferred supplier list, where we conduct due diligence on all suppliers before allowing them to become a preferred supplier. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy. We ask them to confirm the following:-

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)



ARCHITECTURAL PRECAST CLADDING SPECIALISTS

4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light

We undertake to terminate our relationship with suppliers who fail to improve their performance in line with an action plan or violate our supplier code of conduct.

## TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking is not taking place in any part of our business or supply chains, the company requires all employees working in the supply chain management and relevant roles to complete training:-

- on how to assess the risk of slavery and human trafficking in relations to various aspects of the business
- how employees can identify the signs of slavery and human trafficking
- what should be done if they suspect that it is taking place within our supply chain.

## OUR PERFORMANCE INDICATORS

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- Questionnaires are completed and returned.
- Audits or online searches do not show evidence of modern slavery practices.
- The use of labour monitoring and payroll systems

This statement has been approved by the board of directors and constitutes our group's slavery and human trafficking statement for the current financial year. This statement will be reviewed annually.

  
Liam Aylward,

Managing Director

Techrete

30<sup>th</sup> June 2017

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