

Modern Slavery Statement

This statement for financial year 2018/2019 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 a 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.

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 conduct internal discussion with commercial and purchasing managers to identify any possible high-risk areas.
- Questionnaire's issued to suppliers/subcontractors now include questions relating to the Modern Slavery Act 2015.

SUPPLY CHAIN/PROCUREMENT

Techrete considers that we, and the majority of our suppliers, are not in industries with a high risk of modern-day slavery. In addition, our supply chains are primarily confined to Ireland and the UK, countries with a relatively lower risk of modern-day slavery and human trafficking.

In this context, we expect our suppliers to comply with best practice in tackling modern slavery and human trafficking. A risk-based approach is under development.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and ensure 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.

INTERNAL POLICIES

This Policy Statement is supported by our internal policies which assist in ensuring that we conduct our business in an ethical and transparent manner, allowing effective controls and effective systems to safeguard against human trafficking and modern-day slavery within Techrete or any of our supply chain.

These policies include:

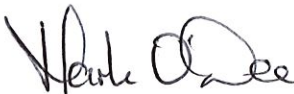
- **Protected Disclosures Policy:** Our protected disclosure policy is intended to encourage and enable workers to raise concerns within Techrete, rather than overlooking a problem. Under this policy, an employee is entitled to raise concerns or disclose information without fear of penalisation or threat of less favourable treatment, discrimination or disadvantage.
- **Equal Opportunities & Dignity at Work Policy:** We are fully committed to ensuring that equal opportunities policies are implemented and maintained. All terms and conditions of service apply on a fair and consistent basis to every member of staff.
- **Recruitment Policy:** We operate a robust recruitment policy, including conducting checks on work eligibility for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- **Code of Business Conduct.** This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.
- **Corporate Social Responsibility Policy:** Techrete has long practiced, strong corporate governance guidelines and we continue to advocate corporate responsibility in every facet of our business daily.

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:

- Techrete continue to mitigate the risk of slavery & human trafficking occurring in our supply chain.
- Audits or online searches do not show evidence of modern slavery practices.
- The use of labour monitoring and payroll systems
- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

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.



Mark O'Dea,

Executive Director

Techrete

21 March 2019