



## Modern Slavery & Human Trafficking Policy

### GENERAL STATEMENT

**Fireclad Ltd. HarrisonJorge Ltd. & Custom Crafted Ltd.** (the Company) recognises that slavery and human trafficking remains a hidden blight on our global society. The aim of the Company is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them. Company activities are varied through multiple disciplined areas, and likewise, we have a multi-disciplined supply chain to support us through the different aspects and provisions of our business.

We are committed to ensuring that there is no modern day slavery or human trafficking in our supply chains, or in any part of our business. Our Anti-Slavery & Human Trafficking Policy Statement, reflects our commitment to acting ethically and with integrity in all our business relationships, and to implement and enforce effective systems and controls, to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

This policy takes into account, and supports, the policies, procedures and requirements documented in our Integrated Management Systems, compliant with the requirements of ISO 9001:2015 & ISO 14001:2015. The implementation and operation of this management system underlines our commitment to this policy statement. Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the Company, and that it is regularly reviewed by the directors, to ensure its continuing suitability and relevance to the Company activities.

The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways, but not limited to:

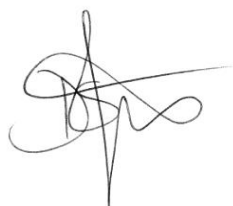
- More stringent vetting and investigation of our supply chain (contractors, sub-contractors, suppliers, policies, contracts etc.).

Document ref.	Version	Date	Approved by	Page
1.19 POL-ASHT	2	04/02/2019	David Flynn	1 of 2

- Continually audit & review our practices for checking all employees are paid at least the minimum wage, and have the right to work in the UK.
- We encourage the reporting of concerns and the protection of whistle blowers.
- The Company will not knowingly support or deal with any business involved in slavery or human trafficking.
- We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain, and contractors/clients, to comply with our values. To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All directors have been briefed on the subject.
- This policy is in accordance with Section 54 of the Modern Slavery Act 2015, and constitutes our Company's slavery and human trafficking statement.
- This policy applies to all those employed by Fireclad Ltd., Harrison Jorge Ltd. & Custom Crafted Ltd.

**Signed:**

**Date: 4th February 2019**



**David Flynn**  
**Managing Director**

Document ref.	Version	Date	Approved by	Page
1.19 POL-ASHT	2	10/03/2018	David Flynn	2 of 2