

MODERN SLAVERY ACT (2015)

Charles Henshaw and Sons Ltd has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all its business dealings and relationships. The company is committed to driving out acts of modern day slavery and human trafficking within its business and that from its supply chains including sub-contractors and partners.

The company acknowledges responsibility to the Modern Slavery Act (2015) and requires transparency within the organisation and with suppliers of goods and services to the organisation.

The company will not support or deal with any business knowingly involved in slavery or human trafficking.

Whilst recognising the company's statutory obligation to set out the steps it has taken to ensure that modern slavery and human trafficking is not taking place in our supply chains, the company acknowledges that it does not control the conduct of individuals and organisations in its supply chains. The company does however, expect the same high ethical standards from all its contractors, suppliers and partners. The company also expects its suppliers to hold their own suppliers to the same standards.

- Employees are encouraged and expected to report any concerns regarding slavery and human trafficking by use of escalation chart and management are expected to act upon them.
- Risk assessments may be carried out on any part of the business or that of suppliers which may be at risk of modern slavery so that all efforts can be made to focus on these areas.
- Where appropriate, the company may introduce supplier pre-screening (e.g. as part of the tender process and self-reporting for our suppliers on safeguarding controls).
- Where appropriate the company may choose to introduce contractual provisions for suppliers to confirm their adherence to the Modern Slavery Act (2015) and accept the company's right to audit their activities, both routinely and at times of reasonable suspicion.

This statement is made pursuant to section 54(1) of the Modern Slavery Act (2015) and constitutes Charles Henshaw and Sons Ltd slavery and human trafficking statement for the current financial year. This statement is reviewed periodically and is published in accordance with current legislation.

Signed



Keith Notman
Financial Director

25 February 2021