



HR MODERN SLAVERY STATEMENT

START DATE: JAN 2018

REVIEW DATE: JAN 2019

NEXT REVIEW DATE: JAN 2020

POLICY CODE: 29HRCCL-MODERNSLAVERY



The statement is made on behalf of

CCL Stressing Systems Ltd

CCL Stressing International Ltd

CCL (GB) Ltd

Spiroll Precast Services Ltd

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

Integrity is one of CCL's core company values and this means that we will conduct our business lawfully and ethically. In accordance with this commitment we will respect human rights in our business operations and business relationships.

CCL will not knowingly support or deal with any business which is involved in slavery or human trafficking.

Most of our supplies are sourced from the UK, Europe, India and China in sectors which we believe to be low risk, but we are looking pragmatically at our supply chain processes to give us added confidence that they help us address the requirements of the Modern Slavery Act. We have adopted a risk based approach to this exercise and are undertaking ongoing training, reviewed annually, in relation to these matters. We acknowledge that due to the diverse nature of our supply chain that it has not been possible to effectively mitigate all external risk. As such, we will work with our suppliers both in the UK and internationally to ensure that they commit to our standards and review schedule. We will continue to review and manage risk, both internal and external, as part of our annual review schedule or as and when circumstances arise.

CCL's recruitment processes are transparent and reviewed regularly. We have robust procedures for vetting new employees, ensuring that we are able to confirm their identities and rights to work in the UK. We monitor our temporary work agencies to ensure legislative compliance and suppliers employing or providing non-UK nationals undergo appropriate investigation to understand their recruitment methods and their management of permits and working visas.

If we discovered, or were made aware, that we had been associated with human rights violations, including any acts of modern day slavery and human trafficking in the supply chain, we would take steps to rectify the situation, taking account of the interests of those whose rights are being violated.

This statement has been approved by the company directors and will be reviewed annually, unless circumstances dictate it should be reviewed and/or renewed more frequently.

A handwritten signature in black ink, appearing to read 'Matthew Emson', with a small flourish at the end.

Matthew Emson

Director