



## **Anti-Slavery Policy for Milbank Concrete Products Ltd**

It is our approach to comply with all laws and regulations relevant to our business and in all countries where we may operate. Following the implementation of the Modern Slavery Act 2015, Milbank Concrete Products Ltd is committed to implementing and maintaining effective systems to ensure modern slavery is not taking place anywhere within our business or supply chain.

Modern Slavery is a criminal activity and a violation of human rights. The deprivation of a person's liberty by another in order to exploit them for personal or financial gain is unacceptable. For these reasons, slavery and human trafficking is a matter of zero tolerance at Milbank Concrete Products Ltd.

Our Policy is to source and purchase goods which are produced and delivered under conditions that do not involve the abuse or exploitation of any persons; encompassing the following aspects: Child/Forced Labour, Conditions of Work, Health and Safety, Discrimination, Wages, Hours of Work and Environment. All staff involved in the engagement of suppliers must communicate our zero-tolerance approach at the outset of a business relationship and monitor their compliance with our Policy as appropriate thereafter. We may terminate our relationship with third parties engaged with us if non-compliance with this Policy is found.

Internally, this Policy applies to all directors, shareholders and employees. Any reported breach of this Policy will be investigated and may lead to disciplinary action as appropriate and in line with Company disciplinary procedures.

Training on this Policy and on the risk our business faces from modern slavery in its supply chains forms part of the induction process for all individuals who work for us and additional training will be provided as necessary.

In addition to this Policy we operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner and these include a robust recruitment policy including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

The detection and reporting of Modern Slavery is the responsibility of all of us. Concerns raised about any issue or suspicion of Modern Slavery should be reported through our established communication channels or confidentially by following the Company Whistle Blowing Policy which can be found in the Company Handbook.

Date: December 2023

Lee Cowen  
Managing Director

A handwritten signature in black ink, appearing to read "Lee Cowen", is positioned below the printed name and title.