

The Alumasc Group plc
Statement on The Modern Slavery Act 2015

Introduction

Alumasc is committed to ensuring that modern day slavery and human trafficking does not take place in its supply chain.

Our statement is made pursuant to Section 54, Part 6 of The Modern Slavery Act 2015 and sets out the steps The Alumasc Group plc and its subsidiaries (the “Group” or “Alumasc”) have taken to ensure that slavery and human trafficking is not taking place in its supply chains or in any part of its business.

Organisation and Business Model

The Group has three business segments with strong positions and brands in their individual markets: Building Envelope; Water Management; and Housebuilding Products.

We trade through the following subsidiaries: Alumasc Building Products Limited and Levolux Limited. Our key brands include: Alumasc Roofing Systems, Blackdown green roofs, Alumasc Water Management Solutions (AWMS), Gatic, Harmer, Levolux, Rainclear, Roof-Pro, Skyline, Timloc and Wade.

Our strategy helps Alumasc supply building products into the green built environment. Our head office is based in Burton Latimer, Kettering and we have business primarily within the UK that supports UK market and export sales.

Alumasc is of a medium-low risk of modern slavery and human trafficking. We make and supply goods and have oversight of this process. Where materials and goods are supplied from overseas, we have full-time procurement professionals who regularly visit and review our suppliers. We also consider suppliers of services within the UK such as security, cleaning and catering as higher risk.

Suppliers

We engage reputable suppliers, with whom we have long-term relationships. We ensure that third parties after a risk assessment are asked to complete our compliance questionnaire. In addition, we have an ongoing oversight and review of key suppliers. We ensure that contracts are in compliance with relevant laws and regulations.

Supply chain overview and Due Diligence process

Alumasc is committed to have a transparent approach to ensure that its businesses and supply chains adhere and comply with the prevention of any aspect of slavery, as set out in The Modern Slavery Act 2015. The Group already has control processes in place to ensure its businesses comply with statutory regulations, including, where relevant (but not limited to): risk assessments; engagement with suppliers on the Group policy; contractual provisions; factory tours and visits, we also carry out supplier pre-screening where appropriate.

Our People

Recruitment to fill vacancies is carried out in line with internal guidance and we ensure we attract a broad range of candidates and that we hire the right person for the role. We also ensure that all new hires demonstrate their eligibility to work in the UK.

Our employees have in the year been trained on the Modern Slavery Act and are encouraged to report any concerns. In addition, we have an Employee Assistance telephone line that all employees have access to use. This provides a confidential route for employees to seek advice about any issues personally affecting them or their families and it could also cover any concerns about modern slavery or human trafficking.

Modern Slavery Policy

Alumasc has a zero-tolerance approach to modern slavery and human trafficking and is committed to act ethically and to comply with all laws and regulations which are relevant to the Group's businesses and in all countries where the Group operates. The Group expects its suppliers to hold their own suppliers to the same high standards. Alumasc has Modern Slavery and Human Trafficking Policy which can be found on the website www.alumasc.co.uk. This policy complements the Business Ethics, Whistleblowing and Anti-Bribery & Corruption policies the Company already has in place which can also be found in the [corporate governance](#) section of the website.

Approved by the Board of Directors on 28 November 2019

Signed on behalf of the Board



G. Paul Hooper
Chief Executive

Dated *29 November* 2019