

Modern slavery statement

Organisation

This statement applies to Alloy Fabweld Ltd (referred to in this statement as ‘the Organisation’). The information included in the statement refers to the financial year 2019/20

Organisational structure

The structure of the organisation is made up of Head Office based in Great Dunmow Essex. The teams that work from this location are Sales, Commercial, Accounts, HR, Design, Procurement and Contracting. Alloy Fabweld have a number of operating locations including a Sheet Metal workshop based in Dunmow, a Fabrication workshop based in Dunmow, a Paint shop based in Dunmow, an Assembly Workshop and a Transport team both base in Gosfield. Finally, we have a number of site teams that work on client sites across a number of locations mainly in London and the South East.

Alloy Fabweld has a senior Leadership team consisting of a Managing Director, Operations Director, Senior Contracts Manager, General Manager, and Group HR Manager.

Alloy Fabweld is an architectural metal work company that designs, produces and installs bespoke metal fabrication, such as balconies, balustrade, stairs, cladding to mention a few. In most instances work is won by going through a tender process and making a bid for the work.

The labour supplied to the Organisation in pursuance of its operation is carried out in the United Kingdom, at various location within Essex. Installation works are carried out at customer locations mainly in the London and surrounding areas.

Definitions

The Organisation considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

Supply chains

In order to fulfil its activities, the main supply chains of the Organisation include those related to the provision of goods and services within the United Kingdom as Tier 1, 2 or 3 status suppliers, sub-contractors or consultants.

Potential exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist where first tier suppliers, sub-contractors or consultants have further contractual relationships with lower tier suppliers where protection against breaches of human rights may be limited and not regulated to the same standards.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Become pro-active members of the Supply Chain Sustainability School and encourage the organisations supply chain to likewise enrol.
- Encourage the organisations use of the Supply Chain Sustainability Schools online training modules in respect of Modern Slavery.
- Encourage the organisations supply chains use of the Supply Chain Sustainability Schools online training modules in respect of Modern Slavery.
- Carry out regular reviews and if deemed necessary internal/external audit of the organisations supply chains, with emphasis on Tier 1 and Tier 2 status companies.
- Issue a copy of the organisations statement on modern slavery to all Tier 1, 2 & 3 status supply chain partners and seek written acknowledgement and acceptance of same in the absence of their own policies or demonstrable evidence of the proper and effective internal management of same.
- Ensure that the organisations stance on Modern Slavery is an implicit condition of any contract, and a zero tolerance approach is both understood and applied to any breach if found including potential termination and reporting of findings to the organisations Slavery Compliance Officer along with other relevant authorities as the ultimate sanction.

- Toolbox talks on how to identify modern slavery to be given regularly to every project.
- Encourage an 'open door' reporting process for Modern Slavery

Key performance indicators

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

- Demonstrable evidence of membership of the Supply Chain Sustainability School
- Demonstrable evidence of a Modern Slavery Policy statement
- Demonstrable evidence of Modern Slavery training
- Annual review of Tier 1 & Tier 2 compliance.

Policies

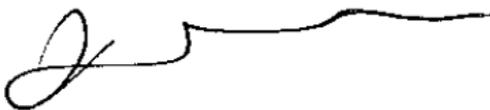
The Organisation has the following policies which further define its stance on modern slavery:

AFW Ethical Procurement Policy statement
AFW Sustainability Policy statement
AFW Corporate Social Responsibility Policy statement

Slavery Compliance Officer

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.

A handwritten signature in black ink, appearing to be 'Dawn Wade', written in a cursive style.

Dawn Wade
Group HR Manager
Date: 21st April 2020