



## SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is produced to comply with the requirements of the Modern Slavery Act 2015 and will be reviewed, updated and published on an annual basis.

The aim of this statement is to communicate our responsibilities and highlight the risks that modern slavery and human trafficking pose to our business, clients and supply chain.

Ruddy Joinery Ltd is a family owned, world-class bespoke joinery manufacturer and multi trade fit-out specialist undertaking multi-million pound contracts for high-end projects within the commercial, prime residential, residential & leisure sectors of the UK Construction Industry. Our supply chain is comprised of contractors, service providers, and manufacturers of materials and products used in the construction process.

Ruddy Joinery Limited takes a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Ruddy Joinery Limited have identified that there is a risk of modern slavery within the construction supply chain, in particular within the manufacturing and supply of construction materials and the provision of labour services.

Therefore, Ruddy Joinery Limited will undertake the following practices to prevent modern slavery and human trafficking occurring within their business activities;

- Implementation of a Pre-Qualification Scheme to assess Suppliers and Subcontractors capabilities, including their Policy regarding Modern Slavery;
- Wherever possible, procure products and services from Suppliers and Subcontractors who demonstrate accreditations to Certifications such as ISO 9001, ISO 14001, FSC and PEFC, BES 6001, etc.
- Ensure fair employment practices and all applicable UK and European employment law is complied with, both within the business and throughout the supply chain;
- Use only specified reputable employment agencies to source labour;

Where issues are identified, Ruddy Joinery Limited will work with suppliers to seek resolution through training and development. If the issue is deemed serious and/or is not capable of remediation we will remove the supplier from our supply chain unless and until the issue is fully resolved.

All staff will be made aware of this statement. Where staff have concerns around issues of forced labour, human rights, recruitment practices or exploitation, they are encouraged and expected to report concerns to management. All reports will be investigated by the Managing Director.

The effectiveness of ensuring that slavery and human trafficking is not taking place in the business or supply chain will be reviewed annually and the findings included within the subsequent years statement.

We will continue to review and, evolve our approach as we gain further understanding of the risks presented by our business activities and suppliers and in line with guidance published by the UK Government. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Ruddy Joinery Limited's slavery and human trafficking statement for the financial year ending 31 December 2017.

For and on behalf of Ruddy Joinery Limited

A handwritten signature in black ink, appearing to read "Alan Ruddy", written over a horizontal line.

Alan Ruddy.  
Managing Director.

Date: 4<sup>th</sup> July 2018.