



SLAVERY AND HUMAN TRAFFICKING STATEMENT

1. Policy Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have 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 and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain. We expect the same high standards from all of our contractors, suppliers, and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, and we expect that our suppliers will hold their own suppliers to the same high standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third-party representatives, and business partners.

2. Responsibility for the Policy

Management at all levels has responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

Management at all levels has day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels is responsible for ensuring that those reporting to them understand and comply with this policy and are given any required training.

3. Organisation structure and supply chains

Founded in 1964, and trading successfully as Ruddy Joinery Ltd since 1978, we are 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.

The Company has business operations in the United Kingdom. Our supply chain is comprised of contractors, service providers, and manufacturers and suppliers of materials and products used in the construction process.

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for us or under our control. Employees are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Our employees, business partners, supply chains and the general public are encouraged to raise concerns about any issue of suspicion of modern slavery in any part of our business or the supply chains of any supplier tier at the earliest possible stage.

4. Policies in relation to slavery and human trafficking

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 2025, and will be reviewed, updated and published on an annual basis. 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.

The statement details Ruddy Joinery Limited's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains.

The following policies assist in the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations.

Policy:	Refers to:
Anti-Slavery and Human Trafficking Policy and Procedure	Responsibility, Prevention and Control Methods and Whistle Blowing regarding Slavery and Human Trafficking.
Bribery and Corruption Policy	Prevention, Deterrence and Detection of fraud, bribery and all other corrupt business practices.
Equality, Diversity and Human Rights Policy	Our commitment to eliminating discrimination and encouraging diversity amongst our workforce.
Ethical Trading and Conduct Policy	Our commitment to behave in a socially and ethically exemplary way in business dealings.
Complaints Policy	Our Policy to bring matters of dissatisfaction or concern to the attention of the Company so that such concerns can be investigated with the aim of reaching satisfactory resolution.
Right to Work Policy	To ensure that the employment eligibility of our workers. By requiring documentation (such as visas, work permits, or identification), we can help prevent the exploitation of individuals who may be working without legal authorisation or under duress.
Whistleblowing Policy	Allows employees and other stakeholders to report suspicious practices - such as forced labor, human trafficking, or exploitative working conditions.

5. Due diligence processes

All of the Company's operations are carried out in accordance with the UK Government's Tax, Employment and Health and Safety Regulations. The Directors believe that this reduces the risk of contravention of the Modern Slavery Act 2015.

The Company undertakes its due diligence responsibilities when considering taking on new Sub-Contractors and Suppliers by implementing a Prequalification Questionnaire approval process, part of which requests organisations' Modern Slavery Policies.

The Company regularly reviews the performance of its existing Sub-Contractors and Suppliers.

The Company's due diligence process is greatly assisted by the building of long-standing relationships with Key Sub-Contractors and Suppliers.

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistleblowers.

6. Risk assessment and management

Ruddy Joinery Limited have identified that there is a low 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 management 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 employment law is complied with, both within the business and throughout the supply chain;
- Regularly review the employment agencies we use 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.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will seek to terminate our relationship with that supplier immediately.

The Company will always ensure that their employee pay, terms and conditions remain at a high standard. Any whistleblowing or complaint by an employee will be investigated through our formal grievance procedure.

The Directors believe that the risk of failing to comply with the modern slavery Act is low, because of the following:

- All employees have full written terms and conditions of employment and checked for compliance with the Act.
- All employees are paid above the "Living Wage".
- Appropriate training of relevant staff will be carried out prior to the financial year end.

Within the current financial year, we will undertake the following:

- Review and amend where necessary our standard terms of engagement to incorporate the requirements of the Act.
- Orders will remind Sub-Contractors and Suppliers of their responsibilities to their supply chains and the implications to working with Ruddy Joinery Limited.

7. Current Key performance indicators to measures effectiveness of and steps being taken

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains.

- We will not use suppliers without enquiring about their modern slavery practices prior to dealing any business
- We will contact suppliers to enquire about their modern slavery practices every 12 months.
- We will audit our employee and worker files to ensure that the right of work is in date and have been completed correctly.
- We will perform regular spot checks on sites to ensure any labour resource are not being subjected to malpractice.
- We will display materials raising awareness about modern slavery in the workplace.

The Company can confirm that there have been no Modern Slavery practices reported by employees, the public, or law enforcement agencies in this financial year, therefore confirming the Company's arrangements for compliance as being effective.

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.

7.Compliance

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your Line Manager as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

You are encouraged to raise concerns about any issue of suspicion of modern slavery in any parts of our business or the supply chains of any supplier tier at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your Line Manager or report it in accordance with our Whistleblowing Policy as soon as possible.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chain constitutes any of the various forms of modern slavery, raise it with your Line Manager.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or any part of our supply chain. If you believe you have been subjected to such treatment, please inform your manager immediately.

8. Training and communication on modern slavery and trafficking

All staff will be made aware of this statement.

Training is available to all senior employees on the Act, its requirements and support available.

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.

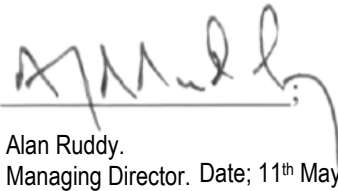
Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

9. Policy Breaches

Any employee who breaches this policy may face disciplinary action, up to and including dismissal.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Approved for and on behalf of the Board of Directors of Ruddy Joinery Limited



Alan Ruddy.
Managing Director. Date; 11th May 2026