

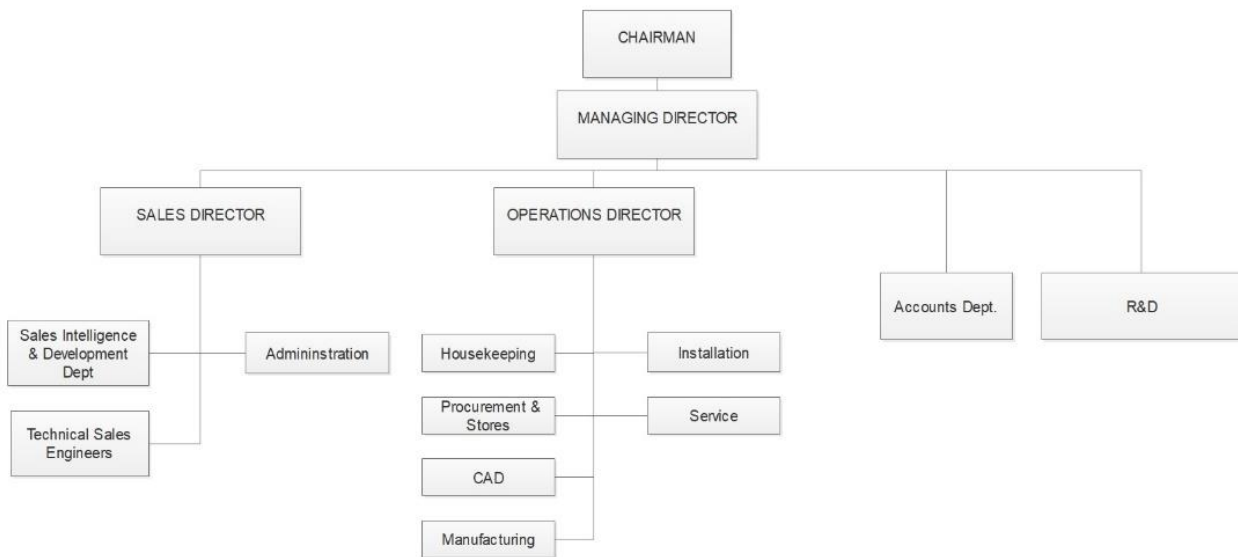


Anti-Slavery & Human Trafficking Policy

Introduction from our Managing Director, Mr Andrew A Lane:

We all have a responsibility to alert you to the risks of slavery and human trafficking, however small, in our business and in the wider supply chain, staff are expected to report concerns, and Management are expected to act upon them.

Organisation Structure:



We are a manufacturer and installer of Industrial High-Speed Doors and Fabric Engineered Products, our Head Office is based in Leeds and all divisions within the Company are based in the UK, we have an annual turnover of £6 – 8 million.

Our Policy on Slavery and Human Trafficking:

Union Industries are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or, in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business activities and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due Diligence Processes for Slavery and Human Trafficking:

As part of our initiative to identify and mitigate risk:

- ❖ Where possible, we build long standing relationships with local suppliers and make clear our expectations and business behaviour
- ❖ With regards to national and international supply chains, our point of contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the supply chain to, at least, adopt 'one up' due diligence on the next link of the chain. It is not practical for us to have a direct relationship with all links in the entire supply chain.
- ❖ We have in place systems to encourage the reporting of concerns and the protection of whistle blowers



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Supplier Adherence to our Values:

We have zero tolerance to slavery and human trafficking; we expect that all those in our supply chain and contractors comply with our values. Our Directors are responsible for the compliance in their respective department and for their supplier relationships.

Training:

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All our Directors have been briefed on the subject.

Monitoring our effectiveness in Combatting Slavery and Human Trafficking:

We use the following key performance indicators to measure how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains.

- ❖ The use of labour monitoring and payroll systems
- ❖ The recording of personal data and permits to work, such records are stored within a GDPR compliant system
- ❖ A level of communication and personal contact with the next link in the supply chain and their understanding of, and compliance with, our expectations

This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and constitutes our group's Slavery and Human Trafficking Statement for the current financial year.

A handwritten signature in black ink, appearing to read 'Andrew A Lane'.

Mr Andrew A Lane - Managing Director

1st December 2023