

Company Statement and Policy in Respect of Modern Slavery and Human Trafficking.

Pursuant to S.54 (1) Modern Slavery Act 2015

Introduction from the Managing Director

Slavery and human trafficking are a blight on our global society. We must be alert to the risks, however small, in our business and 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 supplier of Roof Tiles. REPCO ROOF TILES Ltd is wholly owned by its management. The company premises are in the UK and all trading is within the UK.

Our Business

Our Business deals in the purchase for resale, the conversion of tiles to ventilation products and the manufacture of tiles, ridge tiles and fittings.

Our Supply Chain

Our manufacture relies on the sourcing of raw materials related to tiles we produce. We do not have intricate supply chains. Our suppliers are mainly providers of equipment and raw materials needed for producing concrete roof tiles, and other general business supplies.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no Slavery or Human Trafficking in our supply chains or in any part of our business. Our Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure Slavery and Human Trafficking is not taking place anywhere in our business.

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 of business behaviour.
- With regards to national or international supply chains, our point of contact is always with a UK company or branch and we require these entities to have suitable Anti-Slavery and Human Trafficking policies.
- We expect each entity in the supply chain to, at least adopt, 'one-up' due diligence on the next link in the chain. It is not practical for us to have direct relationships with all links in the supply chain or influence procedures of all suppliers.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

Steps for the prevention of Modern Slavery

In our efforts to monitor and reduce the risk of modern slavery occurring within our business and its supply chain, we have carried out:

- A risk assessment to determine the level of risk of modern slavery posed to our business
- A Supplier risk assessments to identify any parts of our business or our suppliers are at foreseeable risk from modern slavery so that efforts can be focused on those areas.

In light of these assessments we have concluded the risk of modern slavery occurring within our business and its supply chains is low.

Supplier Adherence to Our Values

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain to comply with our values.

The Managing Director takes personal and direct responsibility to enforce this expectation.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we provide training to relevant members of staff.

Our Effectiveness in combating Slavery and Human Trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that Slavery and Human Trafficking is not taking place in any part of our business or supply chains:

- Completion of periodic Audits by Managing Director of our policy
- Use of labour monitoring and payroll systems
- Level of communication and personal contact with next link in the supply chain to ensure their understanding of and compliance with our expectation.

***This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015
and constitutes our company's Slavery and Human Trafficking statement.***

Chris Haythorpe



Managing Director
REPCO ROOF TILES Ltd

Michael Haythorpe



Director
REPCO ROOF TILES Ltd

End of last financial year 30.06.2018

Approved by the Directors on 30.11.2018