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G & B PROJECTS COMPANY

MODERN SLAVERY ACT 2015 POLICY STATEMENT

G & B Projects Company recognises that slavery and human trafficking remains a hidden blight on the modern world. Our aim is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them.

We are a small precision engineering business mainly manufacturing small plastic and metal spacers and pillars for various industries. Accordingly, we have multi-disciplined supply chain to support us through the different aspects and provisions of our business.

We are committed to ensuring that there is no modern day slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy Statement 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 supply chains.

This policy takes into account, and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and OHSAS 18001:2007, and our HR policies and procedures. The implementation and operation of this management system and the HR policies and procedures underlines our commitment to this policy statement. Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the business, and that it is regularly reviewed by the partners to ensure its continuing suitability and relevance to our business activities.

The business will achieve these aims by identifying and mitigating risks in the following ways:

- More stringent vetting and investigation of our supply chain (contractors, sub-contractors, policies, contracts, etc.);
- Continually, auditing and reviewing our practices for checking all employees are paid at least the minimum wage and have the right to work;
- Encouraging the reporting of concerns and the protection of whistle blowers;
- Not knowingly supporting or dealing with any business involved in slavery or human trafficking;
- Having zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

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 and partners.

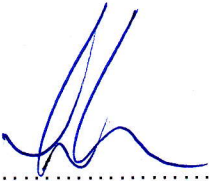
We use the following key performance indicators (KPI's) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of audits by partners, managers and safety advisors;
- Use of labour monitoring and payroll systems; and
- Communication and personal contact with the next link in the supply chain and their understanding of, and compliance with, our expectations.

This policy is in accordance with section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

This policy applies to all those employed by G & B Projects Company.

Date: 8 January 2019

Signed 

Partner G & B Projects Company