

Express Reinforcement Limited

Slavery and Human Trafficking Statement for the Financial Years 2019

The UK Modern Slavery Act 2015 requires certain businesses to publish a statement setting out the steps taken in the previous financial year to ensure that slavery and human trafficking is not taking place in their supply chains or own business. Express Reinforcements Limited is obliged to publish such a statement.

Express Reinforcement Limited (Express) are the market leader in added value solutions for the supply of reinforcing steel to projects of any size. We only source our reinforcing steel from the UK. This means that it has 98% recycled content and is 100% recyclable. Express recognises its business' impact and the part it has to play in maintaining high standards of business ethics.

POLICY

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Express vision and values reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and control including ensuring slavery and human trafficking is not taking place anywhere in our supply chains.

SUPPLY CHAIN

Our supply chains principally include the sourcing of raw material scrap ferrous metal. Respecting human rights and environmental issues in the supply chain is ultimately our suppliers' responsibility. However, we understand that we play an active role in supplier development and clearly communicate our expectations to our suppliers. We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

PROCESS

As part of our initiative to identify and mitigate risk -

- Where possible we build long standing relationships with suppliers and customers and clearly communicate our expected ethical conduct;
- With regards to our supply chains, we expect these entities to have suitable anti-slavery and human trafficking policies and processes;
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

RESPONSIBLE SOURCING

Our standard terms require our suppliers to warrant that they adopt good ethical behaviour as well as apply with all applicable laws. Express's Responsible Sourcing Policy sets out the following principles which apply to the **Slavery and Human Trafficking Statement**:

Ethics:

Adopt and apply standards of ethical behaviour appropriate to our activities.

Supply chain management:

Engage with suppliers of our constituent materials to ensure, where practicable, they maintain management systems appropriate to the needs of our activities, including adherence to this policy.

Fundamental rights at work:

Operate within international norms concerning human rights and labour practices.

Employment and skills:

Implement fair operating practices with regards to employment and economic activities, including development of a skilled and competent workforce.

Contribution to the built environment:

Aim to develop innovative & effective products that improve the quality and sustainability of the built environment.

Our **Sustainability and Responsible Sourcing Policy** can be obtain by contacting sales@expressreinforcements.co.uk

COMMUNICATION

This policy shall be communicated to all persons working for or on behalf of Express (including contractors) as part of the company training programme and made available to the public via the company website.

Andy Lodge
General Manager