

Modern Slavery Statement

This is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that John Robson Metals Ltd has taken and is continuing to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. Modern slavery encompasses slavery, servitude, human trafficking and forced labour. John Robson Metals Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically, with integrity and transparency in all business dealings. We will put effective systems and controls in place to safeguard against any form of modern slavery. The company will not support or deal with any business knowingly involved in slavery or human trafficking.

Our business

John Robson Metals Ltd is a privately-owned family firm which was started by John Robson almost 50 years ago. Our work is exclusively for the Heavy Electrical Supply industry and provide services of Dismantling, Demolition and Disposal to the Electrical Supply industry. We are centrally based in the North West of England and our services are Nationwide. Our main operations base at Stump Cross Works is fully licensed to receive and process all the materials from our site works. Maintenance, engineering, fabrication and storage of the vehicles, plant and equipment we require for operations is carried out at our nearby satellite depot.

Responsibility for the Policy

The Directors have overall responsibility for ensuring this policy complies with the legal and ethical obligations, and that all those under our control comply with it. The Directors have primary and 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 are responsible for ensuring those reporting to them understand and comply with this policy and are given any required training

Compliance with the Policy

You must ensure that you read, understand and comply with this policy. 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 encouraged to raise concerns about any issues relating to modern slavery. You must notify management as soon as possible. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith. If you feel you have suffered any such treatment, you should inform management immediately

Our Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- ◆ Whistleblowing policy - We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- ◆ Corporate Responsibility policy - This policy explains the way the company behaves as an organization.

John Robson Metals operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that an organisation has never been convicted of offenses relating to modern slavery. As part of our contract with our suppliers, we require that they confirm to us that:

- ◆ They have taken steps to eradicate modern slavery within their business
- ◆ They hold their own suppliers to account over modern slavery
- ◆ They pay their employees at least the national minimum wage/national living wage (as appropriate)
- ◆ We may terminate using a supplier if any instances of modern slavery come to light

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified

Signed		Date	11/05/2021
		Name	Miss E. Slater
		Position:	Managing Director

These policies are reviewed at least every 12 months.

Last review	27/07/15	27/07/16	26/07/17	06/06/18	14/05/19	11/05/20	11/05/21	10/09/21
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