

# MODERN SLAVERY STATEMENT

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## **A) ORGANISATION**

This statement applies to all companies within and associated to Marwood Group Limited (referred to in this statement as 'The Group'). The information included in the statement refers to the financial year to 31<sup>st</sup> December 2015.

## **B) ORGANISATIONAL STRUCTURE**

The Company Head Office is in London with Hire and Sales Depots throughout England, Scotland and Wales. Manufacturing sites under the trading names of Railtec and Europolite are also cited in England. The organisation is controlled by a Board of Directors.

The main activity carried out by the organisation is the hire and sale of non-mechanical plant to the construction industry, in addition to the production of steel and plastic products. We do not supply labour and work in a B2B environment. The organisation performs the sale of the aforementioned goods both from its Depots and via its website. Demand for our product is consistently high throughout the year and is therefore not seasonal.

The labour supplied to the Company in pursuance of its operation is wholly carried out in the United Kingdom.

## **C) DEFINITIONS**

The Group considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

## **D) COMMITMENT**

The Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Marwood Group Ltd understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to The Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

## **E) SUPPLY CHAINS**

In order to fulfil its activities, Marwood Group Ltd.'s main supply chains include those related to the purchase of products direct from suppliers within the UK, Europe, USA and China.

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**F) POTENTIAL EXPOSURE**

The Group considers its main exposure to the risk of slavery and human trafficking to exist only in China.

In general, The Group considers its exposure to slavery/human trafficking to be very low. Nonetheless it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

**G) STEPS**

The Group carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Group has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Marwood Group Ltd has taken the following steps to ensure that modern slavery is not taking place:

- Directors of the Company have visited all manufacturing site in China,
- The Company retains an agent in Hong Kong to visit these site and vet any new suppliers within China.

**H) KEY PERFORMANCE INDICATORS**

The Group has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Company or its supply chains.

- No reported incidents in the year.

**I) POLICIES**

Marwood Group Ltd has the following policies which further define its stance on modern slavery:

- All new staff must supply "Right to Work" documentation before being entered on payroll,
- All payroll staff are processed on software linked to HMRC real time information,
- All staff are paid by BACS,
- Agency staff only come from known companies who invoice for the hours worked.

**J) SLAVERY COMPLIANCE OFFICER**

The Group has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Company's obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed.....

**Company Secretary**

Date.....