

## Slavery and Human Trafficking Statement

Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Metaltech uk have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our corporate activities. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain, consistent with our disclosure obligations under the Modern Slavery Act 2015. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

This statement sets out the actions Metaltech uk will take to understand all potential modern slavery risks related to the business and to ensure steps are maintained to prevent slavery and human trafficking.

### Our business

Metaltech uk has operated as a metal fabrication company since 2008. The organisation has a proven track record in the design, supply and installation of high quality carbon steel, stainless steel and aluminium fabrications to various diverse industries and clients throughout the UK.

Based in East Central Scotland, we are a privately owned business with a highly skilled workforce of over 40 employees, operating from a modern 26,000 sq. ft. facility.

Our objective is to assist our customers in developing products to meet their ever increasing quality and functional requirements whilst minimising costs and lead times.

Metaltech uk offers a fully integrated service, from initial discussions and technical advice, through design, manufacture and on-site installation, delivered with expertise, to the highest quality and to tight time-scales.

Core clientele include, but not limited to:

- Local authorities
- Construction Sector
- Energy Sector
- Oil and Gas

### Our policies on slavery and human trafficking

We are committed to ensuring that modern slavery or human trafficking plays no part in our supply chain or in any part of our business.

Our Anti-slavery 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 supply chain.

Managers of the company are required to act whenever any concerns are raised whether from within or from outside the business.

## Our Supply Chain and Supplier Adherence to our Values

Our supply chain comprises the sourcing of materials, manufactured products and services. We are committed to ensuring, so far as we are able, that slavery and human trafficking plays no part in our supply chain or any part of our business. We expect all those in our supply chain to comply with our values.

Over the years we have established long standing relationships with all our suppliers and make clear our understanding and expectations of business behaviour.

Where appropriate we will undertake pre-screening of prospective new suppliers in relation to the effectiveness of their existing safeguarding controls and practices including, but not limited to those in relation to preventing modern slavery occurring within their organisation and within their own first tier supply chain.

To date we have not been made aware of any human trafficking/slavery activities within our supply chain but if any concerns are highlighted to us, we will act immediately in accordance with our legal and moral obligations.

## Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chain.
- Mitigate the risk of slavery and human trafficking occurring in our supply chain.
- Monitor potential risk areas in our supply chain.
- Encourage the reporting of concerns and the protection of whistle blowers.

## Training

Metaltech uk have zero tolerance to slavery and human trafficking. To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, the Company will provide all employees and businesses with access to our Anti-Slavery and Human Trafficking Policy Statement, which is available to download on the Company's website and displayed on our internal noticeboards, and will provide any additional training and support on the subject if requested.

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 for the current financial year.



*Walter Milne*  
**Managing Director, Metaltech uk Limited**

*12 September 2016*