



## Modern Slavery Statement

### Introduction

This statement is made in pursuant to section 54 of the Modern Slavery Act 2015. It constitutes Murray Metals Limited's slavery and human trafficking statement for the financial year ending 2019. This statement covers Murray Metals Limited and its subsidiaries.

Murray Metals Limited has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with transparency in all our business dealings and to put in place effective systems in place to safeguard against any form of modern slavery taking place within the company or our supply chain.

### The Organisation

Murray Metals Limited is an independent steel stockholder and processor with operations within the UK. It employs over 170 people across seven sites, servicing customers over a wide range of sectors including Oil & Gas, Energy, Construction, mining and aviation.

### Our Supply Chain

Murray Metals Limited procures goods and services directly from over 100 suppliers, primarily sourced from within the UK and Europe.

We have contractual relationships with our key suppliers and a dedicated procurement department to oversee the instruction of major supplier agreements and ensure that adequate procedures are in place.

Murray Metals Limited does not knowingly deal with any business involved in slavery or human trafficking. Direct communication with suppliers ensures that they are made aware of our commitment to tackling the issue of modern slavery and of their obligations.

### Our Policies

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

1. Anti-Slavery policy:

Murray Metals Limited is committed to ensuring that all of its business operations are free from involvement with slavery or human trafficking. A copy of this policy is posted on our website.

2. Equal opportunities policy:

Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

3. Whistleblowing policy:

Murray Metals Limited operate a whistleblowing policy so that all employees know that they can raise any concerns relating to how colleagues are treated or about practices within our company or supply chain, without fear of reprisals.

4. Business Ethics:

Clear values and good ethics are important to ensure that as an organisation we not only meet our objectives in a fair and equitable manner but also meet our wider social responsibilities externally. We are also committed to ensuring and maintaining high ethical standards in the work place.

## Training

Advice and training about modern slavery and human trafficking is available to all employees through our induction programme and through our policies. We will always look to continuously increase awareness within our company to ensure a high level of understanding of the risks involved with modern slavery and human trafficking in our supply chain and in our company.

## Status

There were no reported breaches of the Modern Slavery Act reported in 2019.

We review our policies and procedures regularly to ensure compliance and to assess our performance and progress.

This statement applies to Murray Metals Limited and all its subsidiaries.

This statement has been formally approved by the Board of Murray Metals limited.



Sam Collard

Group Finance Director

Murray Metals Limited

Date: 5<sup>th</sup> February 2020