

# Modern Slavery and Human Trafficking Statement

## Saint Anns Sheet Metal Company Limited

### 1. Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Saint Anns Sheet Metal Company Limited (“the Company”) to prevent modern slavery and human trafficking within our operations and supply chains.

The Company is committed to operating ethically and with integrity. We oppose all forms of modern slavery, including forced or compulsory labour, servitude, and human trafficking.

### 2. Our Business

Saint Anns Sheet Metal Company Limited is a precision sheet metal fabricator, supplying components and assemblies to a range of sectors, including aerospace, electronics, medical, and industrial.

We operate from a single manufacturing facility in Nottinghamshire and employ a skilled local workforce. Our supply chain comprises both UK-based and international suppliers of raw materials, consumables, subcontracted services, and machinery.

### 3. Policies and Commitments

We are committed to ensuring that modern slavery does not exist within our business or supply chains. To support this objective, we have established the following internal policies:

- Ethical Sourcing and Procurement Policy
- Code of Conduct
- Whistleblowing Policy
- Anti-Bribery and Corruption Policy

These policies are regularly reviewed and communicated to all relevant personnel.

### 4. Risk Assessment and Due Diligence

We assess the potential risk of modern slavery in our operations and supply chain on an ongoing basis. As part of our due diligence, we:

- Evaluate new suppliers for compliance with our ethical standards
- Incorporate anti-slavery provisions into supplier contracts
- Engage with suppliers to understand their own policies and practices

We acknowledge that certain sectors and geographical regions carry a higher risk, and these are prioritised in our assessments.

## **5. Training and Awareness**

We provide training and resources to employees to help them identify and report signs of modern slavery. Our approach includes:

- Induction training on ethical responsibilities
- Periodic toolbox talks and refresher sessions
- Clear guidance on how to report concerns, including anonymous channels

## **6. Measuring Effectiveness**

To monitor the effectiveness of our approach, we consider key performance indicators such as:

- Number of incidents or concerns raised and investigated
- Proportion of suppliers reviewed for compliance with ethical standards
- Staff participation in training programmes

We remain committed to continuous improvement and to taking prompt action should any issues be identified.

## **7. Board Approval**

This statement has been approved by the board of directors of Saint Anns Sheet Metal Company Limited and will be reviewed on an annual basis.