

# Epwin Group

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## Modern Slavery Act Statement

**30 June 2017**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Epwin Group Plc and its subsidiary undertakings, including Specialist Building Products Limited and Specialist Building Distribution Limited, (“Epwin” or the “Group”) have taken and will continue to take to address the risk of modern slavery or human trafficking taking place within our business or supply chain. Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

### **Our business**

Epwin Group is a vertically integrated manufacturer of low maintenance building products, supplying products and services to the Repair, Maintenance and Improvement, (RMI), new build and social housing sectors. The Group is a leading manufacturer of a broad range of PVC, Glass Reinforced Plastic (“GRP”) and Wood Plastic Composite (“WPC”) low maintenance building products and services. The Group’s operations are wholly located within the UK comprising a number of manufacturing and fabrication facilities and trade distribution centres.

Epwin is committed to best corporate practices and ethical values and has a zero-tolerance approach to any form of modern slavery. The Group is committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Potential risk areas**

The parts of our operations where we consider there is a potential risk of modern slavery are our supply chain, employees and agency workers.

#### *Suppliers*

The Group sources raw materials, components and equipment predominantly from UK suppliers. However, these supplies, or elements of them, may originate from overseas locations that have been identified by the Group as carrying a higher potential risk of modern slavery.

#### *Employees*

The Group employs over 2,500 employees. There is a low but potential risk that employees may not have the right to work in the UK or that they are paid less than the minimum statutory pay provisions.

#### *Agency workers*

The Group utilises agency workers within its manufacturing and distribution operations. There is a potential risk that the source of the agency workers could be involved in modern slavery and human trafficking or that they are paid less than the minimum statutory pay provisions.

As the Group only operates in the UK, we manufacture the majority of our own products and source primarily from UK based suppliers, we view our overall risk to be low.

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### **Policies and procedures**

In order to mitigate the risk of modern slavery within the risk areas identified the Group operates a number of policies and practices covering suppliers and recruitment.

In addition to these policies and practices, during the year to 30 June 2017 the Group has undertaken the following activities:

1. Members of the Board have attended a seminar organised by a major UK law firm as part of an ongoing process designed to ensure that the Group is able to enhance its existing policies and procedures in order to ensure compliance is achieved with the letter and spirit of the Modern Slavery Act 2015.
2. The Group has conducted training for the senior management team, including key procurement and HR personnel, so that they understand the signs of modern slavery and what actions to take if they suspect that it is taking place within our supply chain or operations.

Following the training performed in 2017 the Group intends to:

1. Perform a review of the Group's supply chain to ensure that terms and conditions with significant suppliers give the power to take action to the extent issues relating to modern slavery and human trafficking arise.
2. Make existing suppliers aware of the Group's Modern Slavery Statement and the requirement that they comply with this.

### **Approval of this statement**

This statement was approved by the Board of Directors on 30 June 2017 and signed on its behalf by:

Jonathan Bednall  
Chief Executive Officer