



## **Modern Slavery statement**

This statement has been published in accordance with the Modern Slavery Act 2015.

This statement sets out the steps taken by BOAL UK Limited to prevent modern slavery in its business.

This is BOAL UK Limited annual Modern Slavery Statement for the financial year ending 31 December 2019.

### **Introduction**

BOAL UK Limited has a zero tolerance approach to modern slavery and is committed to act ethically and with integrity and transparency in all of its' business dealings and relationships. BOAL UK Limited also expects the same high standards from all of its suppliers, contractors and other business partners.

### **About BOAL**

BOAL UK Limited is a part of the BOAL Group which is a world-leading designer and manufacturer of aluminium greenhouse roof systems for horticulture. We also produce and supply specialist aluminium extrusions to many industries including construction, engineering and transport.

With five decades' experience, BOAL Group is a respected business with exceptional customer and supplier networks, and a strong financial base for future growth.

### **Our principles**

We purchase goods and services from a wide range of suppliers and are committed to acquiring these in a responsible manner. We are reviewing the modern slavery statements from our major suppliers and are not aware of any modern slavery activities within our operations or supply chain. Were any to be discovered then we would act immediately to ensure compliance with both legislation and our own policies to prevent further abuse by reporting to the relevant government department following the compliance procedure below.

We recognise our responsibility to both our people and to the wider community – which for us includes a responsibility to try to ensure that slavery and human trafficking is not taking place in our business or supply chain.

We aim to ensure that everyone who works for us and with us is aware of the importance and promotion of fair and safe working conditions by having sufficient Health & Safety procedures, processes, policies and training in place.

### **People in our Business**

All BOAL UK Limited employees are recruited in accordance with clear HR procedures designed to comply with the local legislation, including checks for immigration status and ensuring compliance with national minimum wage requirements.

We offer market related pay and reward packages for the local area in which we operate, which includes pensions and additional health and welfare options to support our employees during their working lives.

The use of temporary agency workers is undertaken to provide the flexibility to react to and support operating requirements across all areas of the Company where demand requires.

Each employment agency implements an on-boarding process for our temporary staff and provides on-going management, supplemented by local area specific induction processes and training. The agency worker remains employed by the agency throughout their contract and it is the agency's responsibility to make relevant checks on their right to work status. We check that the agencies have carried out the checks correctly and are in-line with the Home Office guidance.

## **Policies**

We operate the following policies that describe the approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- Whistleblowing Policy
- Code of Conduct Policy
- Equality Policy

## **Training**

We will be making this statement available to employees and suppliers and promote it as widely as possible by publishing it on the company's website – [www.boalextrusion.com](http://www.boalextrusion.com), using induction packs, notice boards, shared Company drive and via the handbook shall provide advice and guidance when needed.

We will provide training to all Line managers in form of a toolbox talk.

In order to develop this statement we worked closely with De Montfort University and attended their training workshop on "Modern Slavery, Worker Welfare and Brexit".

## **Responsibility for this statement**

The Board of Directors has overall responsibility for this statement and in ensuring that the Company complies with all its legal and ethical obligations. They are also responsible for investigating allegations of modern slavery in the Company's business or supply chains.

The HR Manager and the Operations Director will have the primary day-to-day responsibility for the implementation of this statement, monitoring its use and ensuring that the appropriate processes and control systems are in place, that they are amended as appropriate and to ensure it can operate effectively.

All Line Managers are responsible for ensuring that those reporting directly to them comply with the provisions of this statement in the day to day performance of their roles.

## **Compliance**

The prevention, and reporting of modern slavery in any part of the Company's business or supply chains is the responsibility of all those working for BOAL UK Limited or under the Company's control. We will continue to review the Modern Slavery statements from our major suppliers.

Every employee is required to avoid any activity that might lead to a breach of this statement.

If any employee believes or suspects a breach of or conflict with this statement has occurred, or may occur, they must notify their line manager.

Breach of the statement can also be reported to the following government departments:

**Modern Slavery Helpline on 0800 0121 700**

**or**

**The Gangmasters and Labour Abuse Authority on 0800 4320 804**

**or**

**Stop Trafficking information page, <https://www.stopthetraffik.org>**

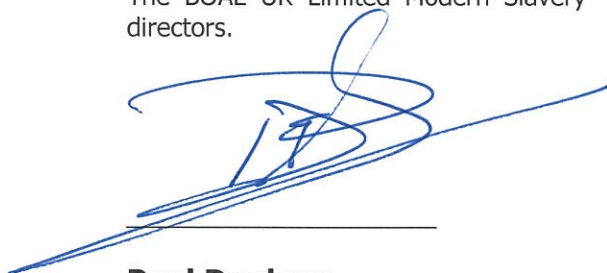
We are committed to ensure no one suffers any detrimental treatment or victimisation as a result of reporting in good faith their suspicion that modern slavery is or may be taking place in any part of our business or in any of our supply chain.

Any employee who breaches this statement will face disciplinary action, up to and including summary dismissal for gross misconduct in accordance with our disciplinary procedure.

We will terminate our commercial relationship with suppliers, contractors and other business partners if they are found to have been involved in modern slavery and cannot satisfy us that they are taking any necessary remedial action.

### **Status of this statement**

The BOAL UK Limited Modern Slavery statement is approved by the Company's board of directors.



**Paul Donkers**

**Managing Director**

