

# ANTI SLAVERY & HUMAN TRAFFICKING STATEMENT FOR FINANCIAL YEAR 2019/2020

Barnwood

## Introduction

This statement is made in pursuant to S.54 of the Modern Slavery Act 2015 and sets out the steps that Barnwood Group Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within its business or supply chains.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Barnwood Group Ltd has a zero tolerance approach to any form of modern slavery. We as a company are committed to acting ethically and with integrity in all business dealings. We have effective systems and controls in place to safeguard against any form of modern slavery within the business or our supply chain.

## Our Business and Structure

Barnwood Group commenced trading as Building Contractors and Joinery Manufacturers in 1962. Though much enlarged and upgraded the original site in Barnwood, Gloucester is still the operational headquarters of the company today. The company has grown over the years and now comprises:

Barnwood Construction operates generally within the Central and South West Regions of England, and has an enviable record in the successful completion of a wide range of projects.

Barnwood Shopfitting operates throughout the UK for many well known High Street names.

Barnwood General Works undertake smaller value projects within a 30 mile radius of Gloucester.

Alluminium Sashes are specialist manufacturers and installers of curtain walling and window systems and work for many contractors through the UK.

The group employs approximately 240 office and site personnel; and is indicative of the Company's ethos and values that many personnel have service records well in excess of 20 years.

## Our Policy on Slavery and Human Trafficking

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include our Modern Slavery & Human Trafficking policy which sets out the organisations stance on modern slavery. We also operate a robust recruitment process which includes conducting eligibility to work in the UK checks to safeguard against human trafficking or individuals being forced to work against their will.



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## Our Suppliers

We are committed to ensuring there is no modern slavery or human trafficking taking place within our supply chains and that we act ethically and with integrity in all business dealings and relationships. We also expect this level of high standards from our contractors, suppliers and business partners. We only use reputable recruitment agencies that ensure all employee checks are undertaken to confirm eligibility to work.

## Training


To ensure a high level of understanding of the risks of modern slavery and human trafficking both in our business & supply chains we intend to provide training to our staff and will also require our business partners to provide training to their staff and suppliers.

## Our Performance Indicators

We will continue to monitor the effectiveness of our policy and the various steps we take to ensure that human trafficking and modern slavery is not taking place either within our business or supply chain. This will be monitored. We have not received any reports from either employees, the general public or law enforcement agencies .

## Approval for this Statement

This statement was approved by our Group CEO and will be reviewed annually.

Signed:  .....

Dated: **7<sup>th</sup> January 2020** .....

