

MODERN SLAVERY ACT STATEMENT

Gilbert-Ash Ltd is committed to ensuring that modern slavery and/or human trafficking is not taking place within our business or across our supply chain. We have therefore developed controls to ensure we take appropriate action whenever any concerns are raised from either within or outside of our business.

Our HR department has developed a comprehensive and transparent recruitment process that includes stringent vetting for all candidates. Our recruitment process is third party audited to ensure compliance with all procedures and applicable legislation.

Our supply chain charter has been produced to outline our expectations with regards compliance with this policy. As part of our procedure to identify and mitigate associated risk, we aim to build strong professional relationships with our supply chain partners. We will only trade with those who full comply with this policy.

Our supply chain management process includes measures to encourage the reporting of any concerns. We also commit to protecting all whistle blowers. We have a zero tolerance to slavery and human trafficking, and we expect all those within our supply chain to comply with our values in this respect.

We provide training to relevant employees, including our board of directors, to ensure a high level of understanding of the risks associated with modern slavery and human trafficking within our business and across our supply chain.

This policy statement is made pursuant of the Modern Slavery Act 2015.

Control

Issue	Change Details	Date
1	Initial document	100319
2	Updated document	010323
3	Reviewed document	010324
4	Reviewed & Reformatted	010325



Ray Hutchinson - Managing Director

Date 25/03/2025