

## **Modern Slavery Act 2015 Statement**

Willis and Ainsworth Limited (hereinafter referred to as “the Company”) is a privately-owned family company renowned for sourcing and delivering aggregates, ready-mixed concrete and salt predominantly in the Berkshire and Thames Valley area with some nationwide deliveries of specialist materials. The Company currently employs 6 full and part-time staff based at its offices in Thatcham, Berkshire.

The Company believe that slavery, the exploitation of workers and the use of child labour should play no role in the operation of modern day business. The Company is committed to ensuring that acts of modern slavery and human trafficking are not present within our own operations or those of our suppliers, contractors and other business partners.

The Company requires all employees to adhere to its code of conduct, which sets out the standards of workplace behaviour expected of them. This includes their behaviour towards each other, contractors and suppliers. All employees are expected to act with dignity and respect, while upholding the highest standards of business ethics. The code of conduct policy is supported by equal opportunities and fair employment policies and practices to ensure the Company complies with UK employments legislation and employee rights at work are maintained.

Having reviewed our supply chain, during the year, the Company has adopted a responsible purchasing policy that brings together and updates existing policies and established approval processes within the Company for contractors and business partners and selection of suppliers. The policy seeks to ensure that the company only does business with like-minded suppliers, contractors and business partners that uphold the same standards of business ethics as our own. This includes requiring them to confirm their compliance with the Modern Slavery Act 2015 and where appropriate to have supporting policies and processes with their suppliers. Where they are not able to provide us with adequate assurances on compliance the Company will cease to trade with them unless they can clearly demonstrate that they are taking verifiable action towards compliance.

The Company operates a whistle blower policy to provide employees a confidential method of reporting suspected wrongdoing if they believe it to be taking place within the business. Any reported concerns will be taken seriously and appropriately investigated.

Employees are kept informed and updated on policies and training is conducted to support the Company’s culture and strong business ethics.

Due to the nature of the Company’s business it assesses there is a very low risk of slavery and human trafficking within businesses in the aggregate industry. The Company, nevertheless, is committed to reviewing its policies and procedures to maintain an ethical and legally compliant culture within its business and those it does business with. This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes the Company’s anti-slavery and human trafficking statement for its current financial year.

Melinda Willis

Managing Director

1<sup>st</sup> June 2017