

Modern Slavery and Human Trafficking Statement

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1st April 2024 through to 31st March 2025.

The statement sets down Metafab Structures Ltd's commitment to preventing slavery and human trafficking in our business activities, and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Metafab Structures Ltd which are as follows:

Management of Design, Fabrication and installation of Bespoke Steelwork Structures as Principle Contractor for the Tensile Fabric Industry and Retail Refrigeration Industry.

The Company currently operates in the following countries:

Countrywide - UK.

Responsibility for the Company's anti-slavery initiatives are as follows:

- 1.1 Policies: Chris Stuart, Managing Director, is responsible for creating and reviewing policies. The process by which policies are developed is in alignment with the Government and Modern Slavery Act 2015.
- 1.2 Risk assessments: Chris Stuart, Managing Director, is responsible for risk assessments in respect of human rights and modern slavery by a process of risk assessments
- 1.3 Due diligence: Chris Stuart, Managing Director, is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to be aware of the Modern Slavery Act 2015 in this is conducted in Tool Box Talks.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier and invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

Performance indicators

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains including requiring all relevant staff to have completed training on modern slavery by use of labour monitoring and payroll systems.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. Chris Stuart endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Chris Stuart

Position: Managing Director

Date: 1st April 2024

Signature:

