



## Modern Slavery Statement

This policy statement applies to all Wire Industries's business operations and associated subcontractors and suppliers within Wire Industries's supply chain.

### 1. Commitment

Slavery, including any situations of exploitation where a person cannot refuse or leave work because of threats, violence, coercion, abuse of power, or deception, and human trafficking, is abhorrent and Wire Industries is committed to ensuring that it is absent from Wire Industries's business and its supply chain. Wire Industries's respect for human rights refers to internationally recognised human rights – understood, at a minimum, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. To demonstrate its commitment to anti-slavery, Wire Industries shall:

- seek to identify and risk mitigate any adverse human rights impacts that Wire Industries may cause or contribute to through its own business activities, or which may be directly linked to its operations by its business relationships;
- avoid causing or contributing to adverse human rights impacts through its own business activities, and address such impacts when they occur;
- seek to prevent, or mitigate, adverse human rights impacts that are directly linked to Wire Industries's operations and by its business relationships, even if they may not have knowingly contributed to those adverse impacts;
- exercise a due diligence process to identify, prevent, mitigate and account for how Wire Industries addresses possible impacts on modern slavery and human rights; and
- exercise management system processes to enable the remediation of any adverse human rights impacts to which Wire Industries, or its subcontractors and suppliers may contribute.

### 2. Modern Slavery Risks

Wire Industries has a zero tolerance of slavery in all its forms. This means that Wire Industries has no appetite for causing harm to persons, damaging its reputation, being subject of legal action or incurring financial loss or standing in the business community arising from a failure to comply with the Law set out in the Modern Slavery Act. Wire Industries's policies, management system processes,

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procedures, controls and risk mitigation strategies are designed to reduce the risk and the prevalence of modern slavery.

### 3. How Wire Industries Combats Slavery

In order to combat slavery, Wire Industries has taken the following steps to demonstrate compliance with the Modern Slavery Act:

- Wire Industries Directors and Senior Management have performed a risk assessment to identify those parts of the business operations and supply chain where there may be a risk of modern slavery taking place. The risk assessment will be performed annually and the outputs and actions will be reviewed by Wire Industries's Board of Directors. Wire Industries considers itself to be at "low" risk of slavery arising (meaning that it is either unlikely, or known, that slavery is not occurring), but Wire Industries is not complacent and as a result of the risk assessment has identified sensible, risk based measures to reduce identified risk to within the Boards stated level of risk appetite.
- Persons employed by Wire Industries have a formal contract of employment, to reduce risk of forced labour occurring. Failure to act in accordance with this Modern Slavery Policy may result in disciplinary action being taken.
- Wire Industries has implemented and identified further checks in supply chain (principally those involved in providing subcontracted services and supply of reinforcing steel related goods and services to Wire Industries) to reduce the risk of slavery occurring. Further actions have been identified that will, when implemented, require participants in the supply chain to attest to an absence of non-compliant activity; to sign contracts/agreements that require compliant behaviour and to report slavery related issues/noncompliances to Wire Industries, and Wire Industries shall carry out remedial steps where modern slavery is identified.
- Wire Industries will provide training for staff on modern slavery risks and impacts.
- Wire Industries shall publish this Modern Slavery Policy statement on its website (for subcontractor and supplier access/reference when tendering), as a means of communicating Wire Industries's due diligence processes and commitment in relation Modern Slavery Act compliance.
- Wire Industries stipulates Modern Slavery and human rights expectations to staff, business partners and other parties directly linked to Wire Industries's operations.

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- Wire Industries shall ensure that this Modern Slavery Policy is available and communicated internally and externally to all personnel, business partners and other relevant parties and is reflected in operational policies and procedures necessary to embed it throughout the business.
- Wire Industries will formally review performance against this policy annually.

This Modern Slavery Statement has been approved by Managing Director.

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