

## ANTI-SLAVERY STATEMENT

### 1. OUTLINE

- 1.1 Modern Slavery is a crime and a gross violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.
- 1.2.1 *Cemplas Waterproofing & Concrete Repairs Ltd* has a zero-tolerance approach to modern slavery and we are committed to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of supply chains.
- 1.3 This statement applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, suppliers or any other people or bodies associated with the business.

### 2. RESPONSIBILITY

- 2.1 Our Directors have overall responsibility for ensuring this statement complies with our legal obligations, and that all those under our control comply with it.
- 2.2 Our Directors have primary and day-to-day responsibility in relation to those directly employed by us for implementing this statement and monitoring its use and effectiveness, dealing with any queries about it.

### 3. COMPLIANCE WITH THE STATEMENT

- 3.1 All persons working for *Cemplas Waterproofing & Concrete Repairs Ltd* must ensure that they read, understand, and comply with the statement.
- 3.2 The prevention, detection, and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. All persons working for *Cemplas Waterproofing & Concrete Repairs Ltd* are required to avoid any activity that might lead to or suggest, a breach of this statement.
- 3.3 All persons working for *Cemplas Waterproofing & Concrete Repairs Ltd* are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier at the earliest possible stage, by reporting it to Directors.

### 4. COMMUNICATION AND AWARENESS

- 4.1 This statement will be communicated to *Cemplas Waterproofing & Concrete Repairs Ltd* employees.

### 5. BREACHES OF THIS STATEMENT

- 5.1 Any breach of this statement will generally be treated as gross misconduct and may result in dismissal.
- 5.2 We may terminate our relationship with individuals and organisations working on our behalf if they do not comply with this statement.