

Regal Facades Ltd - Modern Slavery Policy

Policy Statement

Modern slavery constitutes a severe crime and a gross violation of fundamental human rights. It manifests in various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking. These forms are united by the deprivation of a person's liberty by another to exploit them for personal or commercial advantage. We adopt a zero-tolerance stance towards modern slavery and are dedicated to conducting our business dealings and relationships with ethical integrity. We endeavour to implement and uphold effective systems and controls to prevent modern slavery in both our operations and our supply chains.

We also commit to maintaining transparency within our business and in our approach to addressing modern slavery throughout our supply chains. We hold all our contractors, suppliers, and business partners to the same high ethical standards. Our contracting processes include explicit prohibitions against the use of forced, compulsory, or trafficked labour, as well as anyone held in slavery or servitude. We expect our suppliers to enforce these high standards upon their suppliers as well.

This policy is applicable to all individuals working for or on behalf of our organisation in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third-party representatives, and business partners.

This policy does not form part of any employee's contract of employment and may be amended at any time.

Responsibility for the Policy

The Procurement Department bears overall responsibility for ensuring this policy meets our legal and ethical obligations, and for ensuring compliance among all under our control.

The Group Purchasing Director is primarily responsible for the policy's implementation, for monitoring its use and effectiveness, for addressing any queries, and for auditing our internal control systems and procedures to counter modern slavery effectively.

Management at all levels must ensure their teams understand and adhere to this policy, providing necessary training where required.

Compliance with the Policy

You are obliged to read, understand, and comply with this policy.

The detection, prevention, and reporting of modern slavery in any part of our business or supply chains is a collective responsibility. You must avoid any actions that could lead to, or imply, a violation of this policy.

Should you suspect or become aware of a potential conflict with this policy, report it to your manager or the Procurement Department immediately.

We encourage early reporting of concerns or suspicions regarding modern slavery in any area of our business or supply chains. Any suspected breach should be reported either to your manager or in line with our Whistleblowing Policy without delay.

If you are uncertain whether a particular act, general treatment of workers, or their working conditions within our supply chains constitutes modern slavery, discuss it with your manager or the Procurement Department.

We promote transparency and will support those who raise genuine concerns in good faith under this policy, even if they are mistaken. We guarantee that no individual will face detrimental treatment for reporting suspicions that modern slavery is or may be occurring in any part of our business or supply chains. If you feel you have been treated detrimentally for making such a report, inform your manager immediately.

Communication and Awareness of Policy

Where necessary, training on this policy and the risks of modern slavery in our supply chains will be provided.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors, and business partners at the beginning of our business relationships with them and reinforced as appropriate thereafter.

Breaches of This Policy

Any employee found to be in violation of this policy may face disciplinary action, up to and including dismissal for misconduct or gross misconduct.

We reserve the right to terminate our relationship with other individuals and organisations working on our behalf if they fail to comply with this policy.