



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

For the Financial Year 1 May 2022 to 30 April 2023

INTRODUCTION

This statement is made with reference to The Modern Slavery Act 2015. Although we are not required by law to have a formal statement to comply with s.54 (1) of this Act, we recognise that we have a responsibility to be alert to the risks, however small, in our business and the wider supply chain.

The Act creates offences in respect of slavery, servitude, forced or compulsory labour and human trafficking. We are committed to combatting all such forms of modern slavery.

OUR ORGANISATIONAL STRUCTURE

Marchington Stone Limited is an independent, family-owned quarrying company and specialist supplier of aggregates and block stone to the construction and civil engineering industry throughout Great Britain.

This statement covers all companies which are part of **Marchington Group Limited**.

OUR SUPPLY CHAIN

Our supply chain includes direct suppliers of products for resale and indirect suppliers of goods, services and facilities used in our business.

Our principal activity is the sourcing of raw and recycled materials for construction projects. Due to their nature, location, weight and the methods and cost of transportation, they are sourced from the UK. Some products have a protected supply chain through the BES 6001 standard - Responsible Sourcing of Construction Products.

OUR POLICIES AND CONTROLS

We are committed to ensuring that there is no slavery or human trafficking in our supply chain nor in any part of our business. We act ethically and with integrity in all our business relationships. We implement and enforce effective systems and controls to ensure this.

We are committed to fair employment practices and to following all applicable labour, employment and occupational health and safety laws.

DUE DILIGENCE PROCESSES

We are proud of the relationships we have with our suppliers, sub-contractors, agents and third parties involved with the delivery of company services.

Where possible, we build long standing relationships with local suppliers and make our expectations of good business behaviour clear from the outset.

For national suppliers, we expect these companies to have robust anti-slavery and human trafficking policies and processes.

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We conduct document checks on new employees to ensure they are legally entitled to work in the UK in accordance with the Immigration, Asylum and Nationality Act 2006.

Employee rights are covered in our letter of offer, individual contract of employment, Staff Handbook and Family Friendly policies and procedures. These comply with laws relating to minimum wages and legally mandated benefits.

Payment of salaries are only made to a bank account in the name of the employee.

Our employees are not subject to forced or compulsory labour; they are free to leave our employment after reasonable notice. We do not use child labour.

RISK MANAGEMENT AND ASSESSMENT OF EFFECTIVENESS

We appreciate that modern slavery and human trafficking is an ongoing and developing risk.

It is the responsibility of all employees to comply with this policy and to prevent, detect and report any suspected slavery or human trafficking to our Managing Directors.

The Company will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

TRAINING

Training has been provided to all relevant members of staff. This includes raising awareness of the broad categories of modern slavery, how we have reviewed our supply chain, how this relates to their employment and their individual responsibilities.

This statement is also available to all business partners via our website.

APPROVAL

This modern slavery and human trafficking statement was approved by the Board of Directors of Marchington Stone Limited on 11th May 2023.

David Marchington
Joint Managing Director

Matthew Marchington
Joint Managing Director

11th May 2023

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