

**MODERN SLAVERY & HUMAN TRAFFICKING
STATEMENT 2018**

Slavery and Human Trafficking Policy and Statement for the Financial Year 2018

Introduction

The Redland range of roofing products includes concrete roof tiles, slate roofing products and clay tiles, renewable energy systems and roofing accessories.

Redland is committed to social and environmental responsibility and has a zero tolerance for slavery and human trafficking. We hold ourselves and our supply chain accountable and we fully comply with the provisions of the Modern Slavery Act 2015.

Our Supply Chains

Our supply chains include the sourcing of raw materials principally related to the manufacture and supply of concrete roof tiles, slate roofing products, clay tiles, renewable energy systems and roofing accessories.

The breadth and depth of our supply chain make it challenging to effectively manage business and sustainability issues. Respecting human rights and environmental issues in the supply chain is ultimately our suppliers' responsibility. However, we play an active role in the supply chain and have adopted various means to clearly communicate our expectations to our suppliers.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Through our purchasing terms and conditions we will demonstrate and enforce our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in our supply chains.

We will not support or deal with any business knowingly involved in slavery or human trafficking.

Due Diligence Process for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk -

- We internally review our supply chain annually to evaluate slavery and human trafficking risks. Using this analysis, we will selectively request information from our suppliers regarding their supply chain including safety, human trafficking, child labour and other legal requirements. Our preliminary assessment is based upon geography, the commodity purchased, supplier size/spend and the nature of the business transaction. A high-priority list is then used to prioritise our checking and auditing process of the supply chain.
- Where appropriate, our supplier approval process incorporates a review of the controls undertaken by the supplier to address slavery and human trafficking in their supply chain.
- Our purchasing terms and conditions forbid the use of forced labour, child labour and physically abusive disciplinary practices. We reserve the right to terminate our relationship with a supplier if issues of noncompliance with our policies are discovered and/or noncompliance is not addressed in a timely manner.
- With regards to national or international supply chains, our point of contact is preferably with a UK company and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the supply chain to, at least, adopt 'one-up'

due diligence on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the supply chain.

- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant employees. All Directors have been briefed on the subject.

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps the Company has taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business for financial year 2018.

SIGNED BY:



Andy Dennis
Managing Director

DATED: 1st January 2018