

SLAVERY AND HUMAN TRAFFICKING POLICY

1. OBJECTIVE

1.1 To set out the company rules about slavery and human trafficking.

2. PROCEDURE

2.1 Slavery and human trafficking

PC Flooring is committed to working towards a Slavery and Human Traffic free society. However, Slavery and human trafficking remains a hidden blight on our global society. We all have a responsibly to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

ORGANISATION'S STRUCTURE

We are an Industry Leading Screed and Flooring Contractor. PC Flooring Ltd is a wholly owned company and has its head office in the UK and all trade is undertaken within the UK.

OUR SUPPLY CHAINS

Our supply chains include the sourcing of construction materials principally related to the installation of flooring insulation and screed.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

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. Our Anti-Slavery Policy reflects 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 anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk -

- Where possible we build long standing relationships with local suppliers and tenancy customers and make clear our expectations of business behaviour.
- With regards to national or international supply chains, our point contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the food 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 food chain, ultimately to the field or utility generator.

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

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

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 members of staff. All Directors have been briefed on the subject.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year

All contractors and suppliers must adopt the details of this procedure or demonstrate that they have equivalent rules and procedures.

Authorised: Ian Hammond Director

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