

MODERN SLAVERY STATEMENT 2020

This statement is made on behalf of each of Severfield plc, Severfield (UK) Limited, Severfield (Design & Build) Limited, Severfield (Products & Processing) Limited, Severfield (NI) Limited and Harry Peers & Co Limited.

Integrity is one of our core company values and this means that we will conduct our business lawfully and ethically. In accordance with this commitment we will respect human rights in our business operations and business relationships.

Severfield will not support or deal with any business we know is involved in slavery or human trafficking.

Our supply chain is generally based around UK and European supply that is considered to be low risk, however, as part of our supplier on-boarding process, we require all suppliers to confirm that they abide by the requirements of the Modern Slavery Act on an annual basis.

Our Purchasing Teams and individuals responsible for procurement and recruitment are given appropriate Modern Slavery training so that they remain vigilant to the risk of any activities in our supply chain that contravene people's human rights.

Our recruitment processes are transparent and reviewed regularly and we have robust procedures for vetting new employees and ensuring we are able to confirm their identities. We monitor our temporary work agencies to ensure legislative compliance and suppliers employing or providing non-UK nationals undergo appropriate investigation to understand their recruitment methods and their management of permits and working visas.

If we discovered, or were made aware, that we had been associated with human rights violations, including any acts of modern day slavery and human trafficking in the supply chain, we would take steps to rectify the situation, taking account of the interests of those whose rights are being violated. No such instances have been brought to our attention.

This statement will be reviewed annually, unless circumstances dictate it should be reviewed and/or renewed more frequently.

Approved by the Board on 29th April 2020

Signed 
Alan Dunsmore
Chief Executive Officer
Severfield plc