



MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

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Slavery and human trafficking can occur in many forms such as slavery, servitude, forced and compulsory labour and human trafficking. Thomann-Henry[®] recognises that all of these have the ability to deprive a person of their liberty in order to exploit them for personal or commercial gain.

Thomann-Henry[®] is committed to ensuring that there is no element of modern slavery or human trafficking in any part of the business or in supply chains. The use of convict/prison labour; indentured, forced, bonded and underage labour is prohibited within the business and the company supply chain.

A zero-tolerance policy to modern slavery is taken and Thomann-Henry[®] is committed to acting with integrity and ethically across the organisation with every relationship and business dealing. A review of processes, systems and controls within our supply chain will be undertaken at least every 12 months to ensure effective measures are being adopted and that modern slavery is not taking place anywhere within our own business or those within our supply chains.

Where there is a need to outsource areas of specialist works for specific projects reasonably practicable checks of our supply chain are made to ensure they adhere to our expectations in respects of their workforce. All individuals attending site are verified through an induction process and are expected to state that they are aware of the 'Modern Slavery and Human Trafficking Act 2015'. Where possible we work with accredited organisations who are subject to audit and thus can provide assurance of their commitment to ensuring that they have due process.

In terms of Thomann-Henry[®]'s recruitment processes all new joiners to the organisation are evaluated to ensure confirmation of identity in accordance with best practice and employment legislation. Furthermore, every individual is paid directly into an appropriate, personal bank account.

Where Thomann-Henry[®] finds a breach of modern slavery or human trafficking they will work closely with authorities to ensure that any individuals affected are removed from harm's way and are supported as they move forward. This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and constitutes the Company slavery and human trafficking statement for the current financial year.

For Heritage Building Conservation Ltd t/as Thomann-Henry[®]

A handwritten signature in blue ink, appearing to read 'M. Styles', is written over a light blue horizontal line.

Mr. M Styles
Managing Director
15th June 2024