

Introduction from the Board

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Michelmersh is committed to ensuring best practices to combat slavery and human trafficking.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Michelmersh's slavery and human trafficking statement for the financial year ending December 2022.

Organisational structure

Michelmersh Brick Holdings PLC Group owns seven market-leading premium brands, Blockleys, Carlton, FabSpeed, Floren.be, Freshfield Lane, Michelmersh and Hathern Terra Cotta. These divisions operate within a fully integrated business, combining the production of premium, precision-made bricks, pavers, special shaped bricks, bespoke Terra Cotta products and prefabricated brick components.

The Group operates in the construction sector with a financial year running January to December.

Michelmersh employ circa 440 staff and have an annual turnover of approximately £65million.

Our supply chains

Our supply chain includes professional services providers, raw material suppliers, engineering & electrical suppliers, energy suppliers and haulage supplier. We recognise that risks of labour abuse could occur in second and third tier suppliers in certain industries and we will begin to undertake risk analysis to understand how this impacts our suppliers.

Our policy on slavery and human trafficking

Michelmersh are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have put in place a designated Anti-Slavery Policy.

Our Anti-Slavery Policy (see weblink below) demonstrates 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.

<https://www.mbhplc.co.uk/corporate-responsibility>

Due diligence processes for slavery and human trafficking

We have in place systems and policies to protect whistle blowers. We will assess all our suppliers and where we believe we have a concern with a supplier we will seek assurances about their own awareness of and compliance with the Modern Slavery Act 2015 by requesting them to complete a questionnaire.

Non-compliance

If we find a supplier is non-compliant with our policies or code of conduct, or provides inadequate information, we will work with them to improve their performance. In cases of material or persistent non-compliance, we may consider terminating the business relationship as soon as possible.

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 intend to provide training to our staff. We will also require our business partners to provide training to their staff, suppliers and providers.

Our progress

After receiving the first 3-star certification for the 'Brickmakers Quality Charter' (BQC) scheme and continuing the process of assessment a further year, Michelmersh are proud to continue to be awarded 3-star compliance. During 2022 a member of our Associate Directors board continued to sit on the jury panel of the BQC helping to shape and align high-quality business standards whilst instilling confidence in material provenance and quality to the whole supply chain.

Our technical team increased the focus on our suppliers in 2022 and have created a 'Charter' document that will be sent to all suppliers. This states our ethical principles, directs them to our online policies, asks them to confirm they have similar required policies and systems and to sign up to being a 'responsible' supplier.

Our policy in combating slavery and human trafficking

We will track and report in future statements on:

- Our recruitment practices in employing new staff
- Introduction of Diversity & Inclusion (D&I) training



Frank Hanna Joint CEO



Peter Sharp Joint CEO

Approved by the Board of Directors on the 13th of March 2023
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