SLAVERY AND HUMAN TRAFFICKING STATEMENT

1. Organisation structure and supply chains

Founded in 1964, and trading successfully as Ruddy Joinery Ltd since 1978, we are a family owned, world-class bespoke joinery manufacturer and multi trade fit-out specialist undertaking multi-million pound contracts for high-end projects within the commercial, prime residential, residential & leisure sectors of the UK Construction Industry.
Our supply chain is comprised of contractors, service providers, and manufacturers and suppliers of materials and products used in the construction process.

2. Policies in relation to slavery and human trafficking

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Ruddy Joinery Limited's slavery and human trafficking statement for the financial year ending 31 December 2021, and will be reviewed, updated and published on an annual basis. We will continue to review and, evolve our approach as we gain further understanding of the risks presented by our business activities and suppliers and in line with guidance published by the UK Government.

The statement details Ruddy Joinery Limited's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains.

The following policies assist in the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations.

Policy:	Refers to:
Anti-Slavery and Human Trafficking Policy and Procedure	Responsibility, Prevention and Control Methods and Whistle Blowing regarding Slavery and Human Trafficking.
Bribery and Corruption Policy	Prevention, Deterrence and Detection of fraud, bribery and all other corrupt business practices.
Equality, Diversity and Human Rights Policy	Our commitment to eliminating discrimination and encouraging diversity amongst our workforce.
Ethical Trading and Conduct Policy	Our commitment to behave in a socially and ethically exemplary way in business dealings.
Complaints Policy	Our Policy to bring matters of dissatisfaction or concern to the attention of the Company so that such concerns can be investigated with the aim of reaching satisfactory resolution.

3. Due diligence processes

All of the Company's operations are carried out in accordance with the UK Government's Tax, Employment and Health and Safety Regulations. The Directors believe that this reduces the risk of contravention of the Modern Slavery Act 2015.

The Company undertakes its due diligence responsiilities when considering taking on new Sub-Contractors and Suppliers by implementing a Prequalification Questionnaire approval process, part of which requests organisations Modern Slavery Policies.
The Company and regularly reviews the performance of its existing Sub-Contractors and Suppliers.
The Company's due diligence process is greatly assisted by the building of long-standing relationships with Key Sub-Contractors and Suppliers.

4. Risk assessment and management

Ruddy Joinery Limited have identified that there is a risk of modern slavery within the construction supply chain, in particular within the manufacturing and supply of construction materials and the provision of labour services.

Therefore, Ruddy Joinery Limited will undertake the following management practices to prevent modern slavery and human trafficking occurring within their business activities;

- Implementation of a Pre-Qualification Scheme to assess Suppliers and Subcontractors capabilities, including their Policy regarding Modern Slavery;
- Wherever possible, procure products and services from Suppliers and Subcontractors who demonstrate accreditations to Certifications such as ISO 9001, ISO 14001, FSC and PEFC, BES 6001, etc.
- Ensure fair employment practices and all applicable UK employment law is complied with, both within the business and throughout the supply chain;
- Use only specified reputable employment agencies to source labour;

Where issues are identified, Ruddy Joinery Limited will work with suppliers to seek resolution through training and development. If the issue is deemed serious and/or is not capable of remediation we will remove the supplier from our supply chain unless and until the issue is fully resolved.

The Company will always ensure that their employee pay, terms and conditions remain at a high standard. Any whistleblowing or complaint by an employee will be investigated through our formal grievance procedure.

The Directors believe that the risk of failing to comply with the modern slavery Act is low, because of the following:

All employees have full written terms and conditions of employment and checked for compliance with the Act.
All employees are paid above the “Living Wage”.
Appropriate training of relevant staff will be carried out prior to the financial year end.

Within the current financial year, we will undertake the following:
Review and amend where necessary our standard terms of engagement to incorporate the requirements of the Act.
Orders will remind Sub-Contractors and Suppliers of their responsibilities to their supply chains and the implications to working with Ruddy Joinery Limited.

5. Key performance indicators to measure effectiveness of steps being taken

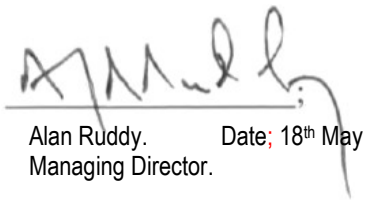
The Company can confirm that there have been no Modern Slavery practices reported by employees, the public, or law enforcement agencies in this financial year, therefore confirming the Company’s arrangements for compliance as being effective.

The effectiveness of ensuring that slavery and human trafficking is not taking place in the business or supply chain will be reviewed annually and the findings included within the subsequent years statement.

6. Training on modern slavery and trafficking

All staff will be made aware of this statement.
Training is available to all senior employees on the Act, its requirements and support available.
Where staff have concerns around issues of forced labour, human rights, recruitment practices or exploitation, they are encouraged and expected to report concerns to management. All reports will be investigated by the Managing Director.

Approved for and on behalf of the Board of Directors of Ruddy Joinery Limited



Alan Ruddy. Date; 18th May 2022.
Managing Director.