Modern Slavery Statement for financial year ending December 2022

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Airedale Group has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Airedale Group has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

Established in 1973, Airedale Group have been providing chemical supplies for over 45 years. Founded by the late Mr Brian Chadwick, we are now operating under 3rd generation leadership with Current Managing Director Chris Chadwick, maintaining our family business values to this day.

Part of Airedale Chemical Holdings Group, Airedale Group operates from our state of the art 4 acre chemical facility in West Yorkshire, supplying over 800 products to 25 different industries in the UK, Europe and globally.

As an ISO9001 and ISO14001 certificated manufacturer, we work in line with a clear set of core values that ensure we provide our customers with Quality, Sustainability, Innovation and a proactive working relationship.

Our high risk areas

We import many products from outside the EU. In cases where these locations are internationally recognised as high risk, site visits are made to the supplier by a Director or a member of the site Senior Management team to ensure standards are as described.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery and Human Trafficking policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.

2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. Business conduct expectations are outlined in the Staff Handbook.

Our suppliers

Airedale Group operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery and on site audits which include a review of working conditions. Our anti-slavery & human trafficking policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
3. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
4. We may terminate the contract at any time should any instances of modern slavery come to light

This information is verified from confirmation of the completed supplier questionnaires.

Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement was approved by the Board of Directors on 16 May 2022

Name (Director) DANIEL FOX

Signature D. Fox

Date 16/5/23