



Slavery and Human Trafficking Statement

Any use of slave or trafficked labour is absolutely abhorrent to CD Excel. We take the issue very seriously, and we are fully supportive of any measures to eradicate this criminal activity.

This statement confirms that C D Excel Limited adheres to the Modern Slavery Act 2015, in that:

- No gang-masters are used to recruit and manage staff.
- All staff have a Statement of Terms and Conditions of Employment, or Casual Work Agreement.
- All staff are paid at or above the National Minimum Wage, directly into their nominated bank account.
- All staff are checked to ensure they are eligible to work in the United Kingdom.

We are able to monitor closely that our recruitment practices do not use gang masters or the like by using reputable agencies, job centres and recognised job-sites to advertise vacancies; we personally interview all suitable applicants; and we usually only recruit one or two people at a time. We personally, directly manage all staff and casuals.

Our employees are required to read and agree to adhere to the Code each year. We take this very seriously – anyone who does not sign up to the Code may face disciplinary action. We only employ approx. 50 employees so can be confident that we are not breaching the Modern Slavery Act.

If a concern relating to actual or potential abuses of human rights, including modern slavery, being raised, the concern is escalated to the Company Secretary.

We consider that our risks are most likely to be found in our supply chain and we assess for high and medium risk areas in our supply chain. We therefore require our suppliers to forbid any form of modern slavery or forced labour and to adhere to our policy which is made available on our website.



We provide training on modern slavery for relevant employees (e.g., those that are responsible for the recruitment of staff and/or the procurement of goods and services). We also expect our sub-contractors to do the same.

Governance and approvals

CD Excel Limited recognise the importance of a collaborative approach to addressing modern slavery risks in our operations and supply chain. The Director and Company Secretary are responsible for ensuring there is a satisfactory framework for managing cultural, ethical, risk and reputational matters affecting CD Excel Limited. They are also responsible for approving our annual Modern Slavery Statement, ahead of publication. Overall accountability and day-to-day responsibility for the management for our modern slavery risk management resides with the Company Secretary.

Towards the end of financial Year 2023/24 we will conduct an annual review of our policies and supporting process maps, and make amendments where required.

KPIs for 2023/24

1. Zero modern slavery incidents identified within our operations or supply chain.
2. 100% of assessed suppliers that have a modern slavery statement and that meet the minimum legal requirements for a Modern Slavery Statement set by the UK Government
3. 100% of recruitment and procurement colleagues receiving firm-wide training on modern slavery.

Signed:

A handwritten signature in black ink that reads 'Keith Redguard'.

Keith Redguard, Managing Director

Date: 1st April 2023