

POLICY
POL-004-AC
MODERN SLAVERY



INTRODUCTION

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the “Act”) and constitutes our slavery and human trafficking statement for the financial year ending on the 31st December 2024.

This statement is published on our website www.cordek.com and will be reviewed, updated, and published annually.

Cordek Limited is committed to preventing slavery and human trafficking and continually look to improve our practices.

ORGANISATION STRUCTURE

The Company operates from a single site in Slinfold, West Sussex. With the exception of its field-based sales team, all employees work from this site. The Company currently has no staff based outside of the United Kingdom (UK).

We currently have approximately 80 employees, all of whom are permanently employed. At times of high demand, the workforce is supplemented by locally sourced temporary staff.

The Company is managed by a Board of Directors which consists of:

- Chairman
- Managing Director
- Financial Director
- Sales Director
- Operations Director

The principal activities of the Company comprise the manufacture and supply of specialist products and solutions, primarily for the building and construction industry. The majority of the goods supplied are to construction projects in the UK.

Most materials and products are sourced from within the UK, however the Company does use a limited number of suppliers from within the European Union (EU) for certain critical raw materials. As such, the Company recognises that some countries in its supply chain may present an increased risk of modern slavery.

None of the operations are seasonal.

DEFINITIONS

The Company considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat.
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse being dehumanised, treated as a commodity, or being bought or sold as property, being physically constrained or to have restriction placed on freedom of movement.

COMMITMENT

The Company acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Company understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Company does not enter business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Company in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Company strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK.

SUPPLY CHAINS

In order to fulfil its activities, the main supply chains of the Company are related to the provision of raw materials, distribution and repairs and maintenance. Our supply chain includes professional support services for areas such as Marketing, Information Technology, Finance and Legal. All staff that work directly for the Company or are employed via staff agencies are required to provide proof of eligibility of employment within the UK.

POTENTIAL EXPOSURE

The Company considers its main exposure to the risk of slavery and human trafficking to exist when employing individuals in low skilled roles, or where distribution is outsourced (for example commercial drivers).

In general, the Company considers its exposure to slavery/human trafficking to be LOW. Nonetheless, it has taken steps to ensure that such practices do not take place in its business, nor the business of any organisation that supplies goods and/or services to it.

STEPS

The Company carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Company has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

Additionally, the Company has taken the following steps to ensure that modern slavery is not taking place:

- Requirement for all staff to provide original documents as proof of residency and right to work in the UK. Copies are obtained and checked by the Human Resources Manager as appropriate.
- The Company has a zero-tolerance policy towards modern slavery.

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KEY PERFORMANCE INDICATORS

The Company has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Company or its supply chains.

- Requirement of suppliers to provide their modern slavery statement.

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 provide training to our staff which forms part of the induction process for all new joiners.