

A & J WELDING SUPPLIES LTD

UNIT 23, QUEENS COURT TRADING ESTATE
GREET'S GREEN ROAD
WEST BROMWICH
B70 9EG

TEL: 0121 522 2666 FAX: 0121 557 6753

E-MAIL: sales@ajwelding.co.uk WEBSITE: www.ajwelding.co.uk

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

A&J Welding Supplies Ltd notes that modern slavery is a crime and violation of fundamental human rights. It takes various forms such as slavery, servitude, forced or compulsory labour and human trafficking. In short, this includes any practice that deprives a person of their liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings, ensuring that modern slavery is not taking place in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery. We expect the same high standards from all of our suppliers and other business partners. This is the prohibition of forced, compulsory or trafficked labour or anyone held in slavery or servitude, whether adults or children.

This policy applies to all persons working for us or on our behalf or in any capacity, including employees at all levels: directors, managers, storemen, drivers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third party representatives and business partners. This policy does not form part of any employee's contract of employment, but we reserve the right to amend it any time.

The General Manager has overall responsibility for ensuring this policy complies with our legal and ethical obligations and that all those under our control comply with it. This entails the primary and day-to-day responsibility for implementing this policy and monitoring its use and effectiveness, dealing with any queries about it and ensuring that our practices are consistent in countering modern slavery. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy.

Employees will ensure that they read, understand and comply with this policy. The prevention, detection and reporting of modern slavery in any part of our business chains is the responsibility of all those working for us or under our control. Employees are required to avoid any activity that might lead to, or suggest, a breach of this policy and thus notify the General Manager as soon as possible if one believes or suspects that a conflict with this policy

*A & J Welding Supplies is a Limited Company registered in England and Wales Registered Office:
Lifford Hall, Lifford Lane, Kings North Birmingham B30 3JN. Incorporation No.: 03097355. VAT No.:
805 5819 22*

has occurred or may occur in the future. In the event the General Manager is suspected, the Managing Director must be contacted. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of our business, supply chain or supplier tier at the earliest possible stage and all whistleblowing will be dealt with seriously.

We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in the supply chain. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe you have suffered any such treatment, you should inform the General Manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally to the Managing Director.

This policy will be disseminated to all employees and will form part of the induction for new employees in the company. This policy will be revised on a regular basis and where necessary. Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

General Manager