

Transparency in Supply Chain policy

Modern slavery statement

We are committed to improving our practices to combat slavery and human trafficking. We recognise that slavery and human trafficking is a real yet hidden issue in our society. We will not tolerate slavery and human trafficking in our business or supply chain. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure that any form of slavery is not taking place in our own business or supply chains.

Organisation's structure

The Plasmor Group is a privately owned concrete block and concrete block paving manufacturer supplying a comprehensive range of concrete products to the building industry throughout the UK. Established in 1959, the Plasmor Group of companies has grown to be one of Britain's largest independent concrete products manufacturers. The parent company, Plasmor Ltd has its head office in Knottingley West Yorkshire.

Our business

Plasmor Ltd has four wholly owned subsidiary companies:

Plasmor (Halton) Ltd	Manufacturer of concrete products for construction purposes
Plasmor (Sabey Kirby) Ltd	Manufacturer of concrete products for construction purposes
Translift Freight Ltd	Freight transport by road
Plasmor (Property) Ltd	Other letting and operating of own or leased real estate

Relevant policies

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

- Recruitment – 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.
- Whistleblowing – our whistleblowing policy ensures 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 reprisal.
- Health and Safety – this policy sets out our approach to ensure we provide a healthy working environment for our staff and contractors that work out of our premises.

Supply chain

Our supply chains are based throughout Europe and include suppliers of direct materials as well as suppliers of indirect services.

We conduct due diligence on all suppliers assessed by our Quality Team as critical and/or major to the business before allowing them to become one of our suppliers. This due diligence includes assessing regulatory licences and certificates, compliance with such regulatory bodies, checks to determine the financial stability of the supplier as well as carrying out supplier audits, where appropriate.

Further steps

We intend to take the following further steps to combat slavery and human trafficking:

1. risk assess all new suppliers using the Global Slavery Index and ask them to certify that they have taken steps to eradicate modern slavery within their own organisation and supply chain;
2. notify all existing suppliers of our expectations and their obligations in relation to the prohibition of modern slavery;
3. incorporate anti-slavery and human trafficking obligations into procurement agreements and subcontracting arrangements on a risk assessed basis;
4. include appropriate measures in our due diligence processes for sourcing suppliers, subcontractors and acquisitions on a risk assessed basis;
5. provide training to relevant Group employees to ensure a high level understanding of the risks of modern slavery and human trafficking; and
6. where appropriate we will include reference to the Modern Slavery Act 2015 in our policies and procedures.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the current financial year.



J A Slater
Managing Director

Plasmor Group of Companies
2023