



Modern Slavery Policy Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Aims

The Barnfield group of companies is committed to acting ethically and with integrity in all our business dealings and relationships to ensure modern slavery is not taking place anywhere in our own business or in our supply chains.

Objectives

To ensure there is transparency in our own business and to implement and enforce effective systems and controls as far as is practical to tackle modern slavery through our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

To share the same high standards with all of our contractors, suppliers and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children.

To facilitate the recognition, awareness and proactive engagement with any persons showing recognised signs of modern slavery in our workplaces.

Responsibilities and Commitment

The Directors have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. The Finance Director has day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and for maintaining awareness of the issue of modern slavery in supply chains.

We expect our suppliers to hold their own suppliers to the same high standards.

Periodic review

This policy will be reviewed annually, or more frequently in the event of any changes to statutory requirements or any evidence that the policy is not fully effective.

Tim Webber
Chairman & Managing Director
Date: 31/01/2024