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Doors for Home and Industry

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Modern Slavery & Human Trafficking Statement

January 2018

Introduction

This statement sets out Hörmann UK Limited's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year to the end of 2018.

As part of the construction industry, Hörmann UK Limited recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Hörmann UK Limited is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

This statement covers Hörmann UK Limited activities in the UK. We do not operate in any other countries.

Hörmann UK Limited is a leading supplier of construction components, gates, doors, frames and operators across the UK.

Hörmann (UK) Limited operates a supplier policy and maintains a preferred supplier list. The majority of our products come from our German factories, where the Parent Company have put in place a Code of Conduct policy part of which includes the approach to understanding the Anti-Slavery Act 2015.

For products or services not from our German factories we conduct due diligence on all subcontractors/suppliers before allowing them to become a preferred/subcontractor/supplier. This due diligence includes an online search to ensure that the organisation has never been convicted of offenses relating to modern slavery [and on-site audits for subcontractors engaged to work on our Customer's sites, which include a review of working conditions]. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. They pay their employees at least the national minimum wage/national living wage (as appropriate)
4. We may terminate the contract at any time should any instances of modern slavery come to light.

Hörmann UK Limited is committed to the highest standards of ethics in respect of our employees. We ensure that we provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in respect of working hours and rates of pay.

Responsibility for the organisation's anti-slavery initiatives is as follows:

- **Policies:** The PA to the Managing Director is responsible for putting in place and reviewing the Modern Slavery Statement
- **Risk assessments:** The Managing Director is responsible for human rights and modern slavery risk analysis.

Due diligence

The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. Hörmann UK Limited writes to all suppliers requesting a copy of their modern slavery statement or confirmation that they comply with specific requirements we have in relation to The Act.

Training

Hörmann UK Limited requires all employees working in the Senior Management Team within the organisation to complete training on modern slavery.

Approval

This statement has been approved by the organisation's Managing Director, who will review and update it annually.

This statement was approved by:



Simon Hipgrave

25th January 2018