



SLAVERY & HUMAN TRAFFICKING STATEMENT

FRGW Ltd are committed to improving our practices to ensure that there are steps in place to combat slavery and human trafficking. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to help ensure slavery and human trafficking is not taking place anywhere within our business. This statement is made in pursuant to Section 54 (1) of the Modern Slavery Act 2015.

Due diligence processes for Slavery and Human Trafficking

We ensure that the appropriate due diligence procedures are taken when engaging with all parties. These processes include:

- Review of any third-party employment policies, labour conditions, recruitment processes, outsourcing arrangements and use of low-paid and temporary staff
- Building long-standing relationships with our suppliers and making known our expectations of business behaviour.
- As appropriate, provide training to relevant staff to raise awareness of modern slavery and human trafficking issues.

Supplier adherence to our ethics

FRGW Ltd will not allow harsh or inhuman treatment, we practice zero tolerance to slavery and human trafficking, any threat of physical or sexual violence, harassment or intimidation against employees, their families, or close associates. We would expect our suppliers to meet these expectations and we will not knowingly support or deal with any business involved in slavery and human trafficking.

Our workforce

At FRGW Ltd we treat all our workforce fairly and equally. Our workforce is paid at least the national living wage and payments are made directly to persons without delay. Clear and transparent information will be given to the workforce regarding wages such as deductions (authorised by law), rates of pay and hours worked.

The workforce is not forced to work in excess of the number of hours permitted by law and our normal working hours and overtime do not exceed 48 hours per week unless agreed by the person.

We encourage anyone (including workforce, subcontractors, suppliers, and clients) to report in good faith any issues or concerns about potential ethics, human rights, legal or regulatory violations, including improper or unethical business practices such as fraud or bribery.

Fabian Reed

Managing director – FRGW