

## LAKESMERE GROUP'S MODERN DAY SLAVERY STATEMENT

### Introduction

Modern slavery is a criminal offence under the *Modern Slavery Act 2015*. The Lakesmere Group is committed to preventing slavery and human trafficking across all its activities and supply chain arrangements.

### Structure

Lakesmere is a leading roofing, cladding & facade specialist contractor, offering a complete Building Envelope solution. We operate all over the UK from our regional offices in Winchester, Reading, Manchester, Moira and Glasgow. In addition, we have undertaken contracts in the Middle East and Asia.

### Due Diligence and Supply Chain

Lakesmere does not and will not work with any party suspected of being connected with slavery. As part of our commitment to identify and mitigate risk we have taken the following steps:

- Assess risk to determine which parts of our business and which of our suppliers are most at risk of modern slavery so that efforts can be focused on those areas
- Engage with our suppliers to convey to them our Anti-Slavery Policy and to gain an understanding of the measures taken by them to ensure modern slavery is not taking place in their businesses
- Introduce contractual provisions for our suppliers to confirm their adherence to this policy

### Effectiveness in combating slavery and human trafficking

In addition to this statement, Lakesmere's Modern Day Slavery policy contains a list of other policies affected by this requirement.

The following key performance indicators are used to measure how effective we have been to prevent slavery and human trafficking from taking place in any part of our business or supply chain:

- Compliance around use and review of labour monitoring and payroll systems
- Evidence of communicating clear expectations to staff and suppliers through training and awareness.

### Actions taken in 2016/17 financial year

- Issued Lakesmere Modern Day Slavery statement and displayed it on the company website
- Undertaken survey of suppliers around Modern Day Slavery awareness
- Updated Supplier Accreditation Form to develop Lakesmere's knowledge of its suppliers

### Actions planned in 2017/18 financial year

- Increased training and awareness to staff involved in supply chain procurement
- Include Anti-Slavery Policy as part of staff induction
- Review relevant internal procedures and policies annually to ensure their effectiveness

For and on behalf of the Lakesmere Group for the financial year ending 31<sup>st</sup> January 2017

Ted McMullen

Chief Executive Officer