

Modern Slavery and Anti Human Trafficking Policy

This statement is made by W Crowder & Sons Ltd in accordance with Section 54 of the Modern Slavery Act 2015.

It is a statement that W Crowder & Sons Ltd commits to conducts its business with honesty, integrity and has recognised that globally there is an increase in Modern Slavery and Human Trafficking.

We are committed to preventing slavery and human trafficking in our corporate activities, and to ensuring, as far as we are able, that our supply chains are free from slavery and human trafficking. We commit to only using external manual labour providers who are registered with the GLA (Gangmasters and Labour Abuse Authority).

We undertake due diligence when considering taking on new suppliers through our supplier approval programme, and are in the process of reviewing our existing suppliers.

We recognise that understanding our supply chain will assist us to identify and assess particular product or geographical risks of modern slavery and human trafficking.

Whistleblowing Policy (C019) - we encourage all our employees, to report any concerns relating to unlawful conduct, malpractice, dangers to the public or the environment, and any other matter of a serious nature.

Training

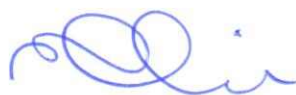
Staff within the supply chain management are trained how to identify the signs of slavery and human trafficking and what should be done if this activity is suspected. Awareness training is provided for all main board members and any other staff in relevant and appropriate roles.

Board Approval

This statement has been approved by the Main Board of W Crowder & Sons Ltd who will review and update it annually.



Robert Crowder



Neil Rudkin



Kevin Lee