Modern Slavery Act 2015 Statement

INTRODUCTION FROM THE CHIEF EXECUTIVE

As part of the construction sector, Encon Insulation Ltd recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The organisation is committed to preventing slavery and human trafficking in its corporate activities.

OUR BUSINESS

This statement covers the activities of Encon Insulation Ltd in the distribution of thermal and acoustic insulation, interior building products, passive fire protection and roofing materials, including the conversion of these products to meet customer requirements.

ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

The organisation currently operates in the United Kingdom of Great Britain and Northern Ireland and predominantly sources its material from within the UK and European Union, in market areas where labour is well regulated, and as such regards its risk in relation to modern slavery and human trafficking as low.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiatives and to mitigate risks we outline the following steps:

- Policies are agreed and reviewed by senior management
- As part of the supplier approval process, a high level evaluation of the risk of any potential new supplier being involved in slavery or human trafficking is made
- With regards to national and international supply chains, our preferred contact is with their UK offices and we expect these entities to operate within the legal and ethical boundaries of the Modern Slavery Act 2015
- Any suspected instances of slavery and/or human trafficking in the supply chain will be fully investigated by the Commercial Director or authorised deputy. If instances of human trafficking are proven, the supplier will be reported and removed from the approved supplier list
- Encon Insulation Ltd encourages all its employees, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. We encourage that employees contact a member of the HR Team to make it easy to make disclosures, without fear of retaliation
OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

Following a review of the effectiveness of the steps, we have created an Anti-Slavery and Human Trafficking Policy and to ensure that there is no slavery or human trafficking in our supply chains, we intend to take the following further steps to combat slavery and human trafficking.

- Communicate our Modern Slavery Act 2015 Statement
- Brief all colleagues on our Anti-Slavery and Human Trafficking Policy and who to contact should they have any concerns
- Review our labour monitoring systems

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending July 2016.

Signed

[Signature]

Stuart Moore
Encon Group Chief Executive
May 2016