



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2018

This statement is made on behalf of Russell Building Products Limited t/a Russell Roof Tiles, pursuant to section 54(1) of the Modern Slavery Act 2015 ("the Act") and constitutes our slavery and human trafficking statement for the financial year ended 31 December 2018.

Organisation's Structure

Russell Roof Tiles is the third largest concrete roof tile manufacturer in the UK, by volume, with two sites in Burton on Trent, Staffordshire and one in Lochmaben, Dumfriesshire.

Russell Roof Tiles operates exclusively in the United Kingdom and at 31 December 2018 had 148 employees.

Our Policies on Modern Slavery and Human Trafficking

We are committed to ensuring that there is no Modern Slavery, servitude and forced compulsory labour or human trafficking in our business or supply chain. Our Anti-Slavery Policy reflects our commitment to implementing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.

We also have a Whistleblowing Policy to enable staff and subcontractors to raise any legitimate concerns they may have without fear of reprisals.

Our Due Diligence Processes

As part of our initiative to identify and mitigate risk we are developing systems to ensure our supply chain and those who work for us implement our policy. This year we are continuing to review our material supply chain agreements when they fall due for renewal to ensure compliance with our policy.

Assessing the Risk of Modern Slavery

Over 90% of our materials are supplied by UK companies and over 90% of our workforce are employed on full-time direct contracts with the company. All temporary labour is sourced through established UK based agency providers.

Training and Awareness

We are currently reviewing our internal processes to understand what further steps can be taken to ensure that our obligations under the Act are met and that our Anti-Slavery Policy is effectively implemented and complied with.

www.russellrooftiles.com

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Registered in England and Wales as Russell Building Products Ltd. Reg No 7685988. Registered Office:
Russell Roof Tiles, Nicolson Way, Wellington Road, Burton-on-Trent, Staffordshire, DE14 2AW



Some of the specific measures that we are considering are as follows:

- Reviewing existing policies and procedures to ensure that key staff know how to identify or prevent exploitation;
- Developing training for those involved in recruiting and supply chain management to raise awareness of Modern Slavery and Human Trafficking and its implications so that they are able to identify risk factors and report any potential non-compliance; and
- Reviewing our procurement processes to consider what, if any, adjustments might be made to further reduce the level of risk of Modern Slavery and Human Trafficking in our supply chain.

This statement was approved by the Board on 3 June 2019 and signed on behalf of the Board by Andrew Hayward, Managing Director, Russell Roof Tiles.

A handwritten signature in black ink, appearing to read "A. Hayward", is centered on the page.

Andrew Hayward
Managing Director

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