



# Metador

## Modern Slavery Statement.

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Metador has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Metador has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our business

We manufacture and distribute steel security personnel doors to trade and industry globally. We have approximately 120 suppliers which are all based in the UK. We therefore do consider having any high-risk suppliers.

### Our policies

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment policy: We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Whistleblowing policy: We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

### Our suppliers

Metador operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

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1. They have taken steps to eradicate modern slavery within their business.
2. They hold their own suppliers to account over modern slavery.
3. (For UK-based suppliers) They pay their employees at least the national minimum wage.
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations.
5. We may terminate the contract at any time should any instances of modern slavery come to light.

## Approval for this statement

This statement was approved by the Board of Directors on

Name: Simon Evershed

Signature: 

Date: 27<sup>th</sup> February 2017

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