



Modern Slavery & Human Trafficking Statement May 2023

Introduction & Background

Corb Ltd strive to do things in the right way and we recognise our responsibility to be aware of the risks of modern slavery and human trafficking within our own company and supply chain.

Our commitment to ensuring the prevention of slavery and human trafficking, either within our business or within our supply chain, is very clear. We will always treat people in our business and in our supply chain fairly.

Corb Ltd works solely within the UK and currently employs members of staff in office roles and within the field.

We on rare occasion use agency labour, which is sourced through reputable recruitment agencies. We also have third party suppliers on site who provide other services. We outsource certain services where specific expertise may be required, such as civils works, gas works and logistics. Appropriate right to work checks are conducted in partnership with those companies.

We have carried out a review of our direct supply chain and have concluded that the risks of modern slavery and human trafficking are low. However, we acknowledge that we must remain vigilant to the risks and ensure that our vendors understand and play their part in ensuring that modern slavery and human trafficking does not take place in our organisation or supply chains.

Policies & Procedures

- **Anti-Slavery and Human Trafficking Policy:** Corb Ltd has designed this to assist in its compliance with the Modern Slavery Act 2015. The policy gives workers, contractors and other business partners guidance on slavery and human trafficking and the measures taken by Corb Ltd to tackle slavery and human trafficking in the its business and its supply chains.
- **Whistleblower Policy:** Corb 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 company. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our Whistleblower Policy is designed to provide all employees with the ability to report any violations of the Company's Code of Business Conduct and Ethics without fear of retaliation.

Due Diligence

Corb Ltd undertake due diligence when considering taking on new suppliers, and review our existing suppliers on a periodic basis. Our due diligence and reviews include:

- Mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking
- Evaluating the modern slavery and human trafficking risks of each new supplier
- Conducting supplier audits or assessments which have a greater degree of focus on slavery and human trafficking where general risks are identified

Measuring effectiveness – performance indicators

In order to monitor the effectiveness of the steps we have taken to stop slavery and trafficking taking place in our business and supply chains, we will use the following performance indicators for the financial year ahead:

- All employees will have completed the relevant training, as referenced above.
- We have issued our Anti-Slavery and Human Trafficking Policy to our workforce upon induction setting out our stance in relation to modern slavery.
- We will establish a process to gain a better oversight of our direct supply chain and consider how best to risk assess, carry out due diligence and communicate with these suppliers.
- We will ensure that we continue to refresh and revise our Anti-Slavery and Human Trafficking clauses in our contracts with our suppliers.

This statement has been approved by the Director of Corb Ltd. The office manager and HR team will review and update where necessary, annually as a minimum.

Signed:  _____

Position: Business Development Manager

Date: 5th May 2023

