



Ibstock
Plc

Modern Slavery Transparency Statement 2018

Introduction

Ibstock plc (“Ibstock” or “the Group”) has a long history with some of our subsidiaries having operated for over 200 years. Together with our long heritage, the Group has a deep respect for human values. As such, ethical trading will always be central to how we wish to operate.

Modern slavery is an international crime and we are committed to taking all necessary steps to prevent modern slavery within our business and also within our supply chains.

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Ibstock plc and other relevant Group companies during the year ending 31 December 2018 to prevent modern slavery and human trafficking in its business and supply chains.

Organisational structure

Ibstock is a leading manufacturer of clay bricks and concrete products with operations across the United Kingdom (UK). Our principal products are clay bricks, brick components, concrete roof tiles, substitutes for concrete stone masonry, concrete fencing and general concrete building products. Our range of products are manufactured, marketed and distributed by Ibstock Brick, Ibstock Kevington, Supreme Concrete, Anderton Concrete and Forticrete. The Group disposed of Glen-Gery, operating in the United States, on 23rd November 2018.

Assessment of modern slavery risk

The majority of Ibstock’s suppliers are based in the same country of operation as the Group. The UK was identified as one of the countries with the lowest percentages of its population in modern slavery and with a Government taking the most action to respond to modern slavery (Global Slavery Index 2016, Walk Free Foundation).

An assessment of the risks of modern slavery within the Group and our wider supply chain was completed. This identified the highest areas of modern slavery risk as recruitment and those suppliers within our wider supply chain with operations outside the UK. Policies and procedures are in place to ensure these risks are suitably managed and mitigated.

Policies and procedures

Ibstock complies with the employment laws of the UK and European Union, and expects all those with whom it does business to do the same. Ibstock maintains a Supplier Code of Conduct, and the Group’s contractual terms, with which all suppliers are required to comply. The key expectations in relation to Modern Slavery within our Supplier Code of Conduct include:

- Support and respect for the protection of human rights within the supplier’s area of influence;
- Prohibition of all forms of forced, compulsory and child labour; and
- Wages paid meet national legal and industry standards.

The Supplier Code of Conduct includes a Corporate Social Responsibility (CSR) questionnaire which addresses human rights including those related to modern slavery. Since 2016, all existing suppliers with more than £50,000 of sales to the Group were requested to complete this questionnaire. Additionally, all new and prospective suppliers are required to complete our ‘Pre-qualification questionnaire’ and the Supplier Code of Conduct.

In early 2018, the Group issued its Supplier Code of Conduct to an extended group of suppliers, aimed at capturing all third parties with which the Group interacts. Distribution of the policy was via an electronic portal and saw a good response rate, in line with that achieved with the initial population of the Group’s largest suppliers.

We expect all suppliers to adhere to the principles set out in the Supplier Code of Conduct and will terminate a contract with a supplier who violates these or refuses, if asked, to take part in a remediation plan. We will also exclude from any tendering process, suppliers who do not show high ethical and wider CSR standards or compliance with relevant laws.

The Modern Slavery Statement forms part of the Group’s core employment policies, which are readily available to all employees. The Group is committed to supporting anyone who raises genuine concerns about Modern Slavery even if they subsequently prove to be unfounded.

Responsibility

Responsibility rests with us all. All individuals working within the Group, in every capacity, are expected to be familiar with the Ibstock Modern Slavery Policy and be proactive in preventing modern slavery. This includes employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third party representatives and business partners.

The Modern Slavery Policy recognises modern slavery as an international crime and sets out our zero tolerance approach to any potential or actual breaches of the policy.

Ibstock is committed to updating and publishing its Modern Slavery Statement annually.

J Hudson

Chief Executive Officer, Ibstock plc