



Modern Slavery and Supply Chain Statement

Our Organisation

Thomas Armstrong (Holdings) Limited and its subsidiary companies are a group of companies engaged in building, contracting, allied trades, property development and mineral extraction, the manufacture of building materials and timber products and the distribution and sale of such products.

The group is based in and operates from a number of sites across the North of England.

In compliance with the Modern Slavery Act 2015 Thomas Armstrong offers the following statement regarding its efforts to prevent slavery and human trafficking in its supply chain.

Our Policies

Thomas Armstrong is committed to social and environmental responsibility and has zero tolerance for slavery and human trafficking in our supply chains or in any parts of our business. We recognise that modern slavery is a complex supply chain issue and will seek to develop systems in conjunction with suppliers, customers and other organisations to help to ensure a long term solution to the issue.

We will take steps to ensure that slavery and human trafficking is not taking place in any of our supply chains.

Supply Chain Management

Our supply chains includes the sourcing of raw materials principally related to the manufacture of building products and timber products and the provision of materials and services for construction activities. We do not believe that there is a risk of slavery or human trafficking in our supply chains. We will introduce procedures to review those supply chains to evaluate and identify any trafficking risks or slavery risks and by conducting supplier audits we will seek to ensure that all aspects are covered including safety, human trafficking, safety and other legal requirements.

Staff Training

We will provide our staff with the appropriate training and resources to ensure they are fully aware of the group's policy and commitment to the supply chain process. We have a confidential hotline where staff can raise any concerns with protection given to whistle blowers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.

Our Journey

We understand that the risk of modern slavery is not static, and we must continue to improve our mitigation in the years ahead, with a particular focus on:

- Staff awareness - Throughout our Group, we have posted valuable information and notices to help employees understanding of what modern slavery means in real terms, the warning signs to look for and where to find additional information. This has greatly helped their understanding of modern

slavery and how to spot the risk factors for it. Now there is general awareness of the issue, we must ensure that our people remain vigilant;

- Increasing awareness and building capacity within our supply chain to address the risks associated with modern slavery;
- Mapping the high risk parts of our supply chain to gain visibility further down the tiers, particularly those which source products, components or materials from high risk countries of origin; and
- Reviewing on-site processes to identify the specific risks associated with modern slavery and onsite workers and where improvements can be made.

Whilst a number of our Group processes have been improved so we have a greater understanding of the risk of modern slavery in our own business and our supply chain and how to mitigate it, there is more to do within specific businesses and on site. These will be our key areas of focus in the coming 12 months.



Paul Armstrong
Financial Director / Company Secretary
Thomas Armstrong (Holdings) Limited

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