



26<sup>th</sup> June 2019

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## **Modern Slavery Statement – ZND (UK) Limited**

We are committed to improving our practices to combat slavery and human trafficking. We have implemented a Modern Slavery Policy throughout the organization. We show our commitment to combatting modern slavery by carrying out risk assessments and factory visits of our suppliers within our supply chain and our Modern Slavery Policy sets out the necessary procedures our employees need to follow in order to report a breach.

### **ZND (UK) Limited's structure**

We are a global business with our head office based in Holland. We have built a reputation of manufacturing and supplying high quality temporary fencing, hoarding and pedestrian barriers to our distributors throughout Europe. We focus on customer service, expertise and advanced manufacturing techniques. We have over 280 employees and operate in Europe and the USA.

### **Our business**

In the UK, our business operates from our office and manufacturing site which is based in Rotherham.

### **Our supply chains**

Our supply chains include sourcing products and materials from around the World. Tubes and Steel is sourced from around the World and wire is sourced predominantly from Turkey and China.

### **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk we identify and assess the risk of modern slavery within our supply chain by carrying out a due diligence review for all of our new customers and suppliers. We have also extended this to our existing customers and suppliers.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

### **Supplier adherence to our values and ethics**

We have zero tolerance for slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have a rigorous supply chain compliance programme in place. James Mclean, who has the overall responsibility for ensuring compliance with the Modern Slavery Policy, oversees the risk assessment process and monitoring suppliers within the supply chain to ensure continued compliance.

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also require our business partners to provide training to their staff, suppliers and providers.

### **Our effectiveness in combating slavery and human trafficking**

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Supplier/customer visits.
- Training provided to all employees and new employees.
- Issuing our modern slavery policy to our suppliers and customers.

This statement was approved by the board of directors on 26<sup>th</sup> June 2019.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 October 2018.



Managing Director  
ZND (UK) Limited

Date: 26<sup>th</sup> June 2019