

Modern Slavery transparency statement 2016

Introduction

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 ("Ibstock" or "the Group") during the year ending 31 December 2016 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 in the United Kingdom (UK) and the United States (US). Our principal products are clay bricks, brick components, concrete roof tiles, concrete stone masonry substitutes, concrete fencing, pre-stressed concrete products and concrete rail products. Our range of products are manufactured, marketed and distributed by Ibstock Brick, Supreme Concrete, and Forticrete in the UK, and Glen-Gery in the US.

Assessment of modern slavery risk

The majority of Ibstock's suppliers are based in the same country of operation as the Group entity which they supply, i.e., the UK and US. These countries have been identified as two countries with the lowest percentages of the population in modern slavery and with governments 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 has been completed. This identified the highest areas of modern slavery risk as recruitment and those suppliers within our wider supply chain with operations outside those of our own. 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 countries in which it operates, and expects all those with whom it does business to do the same. During 2015, Ibstock issued a Supplier Code of Conduct, and the Group's contractual terms now require all suppliers to comply with it. 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. 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.

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 Group strengthened this by issuing a Modern Slavery Policy to all employees. The Policy sets out the responsibilities of anyone who works for us, and especially Managers and Employees to report any suspicions they may have that a candidate for employment, employee, contractor or worker may be subjected to treatment that may constitute modern slavery.

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 will update and publish its Modern Slavery Statement annually.

Signed on behalf of the Board by



W Sheppard

Chief Executive Officer, Ibstock plc