



Modern Slavery Act 2015

Slavery and Human Trafficking Statement

INTRODUCTION FROM THE MANAGING DIRECTOR

We are committed to improving our practices to combat slavery and human trafficking. We recognise the responsibility that we share with our suppliers, to buy raw materials and sell our products in an ethical manner. As part of this commitment we acknowledge our responsibility towards the Modern Slavery Act 2015 and will ensure transparency within the organisation and with our suppliers of goods or services to the Company.

ORGANISATION'S STRUCTURE

This statement covers John Heathcoat and Company (Holdings) Limited and its subsidiary, Heathcoat Fabrics Limited. We have our head office in England.

We have a global annual turnover of more than £55m.

OUR BUSINESS

The principal activities of the Company are the manufacture and finishing of fabrics. In the transport, military, aerospace, industrial and consumer sectors we create bespoke fabric solutions for clients that design and manufacture equipment, components and apparel for the modern world.

OUR SUPPLY CHAINS

The Company procures a wide range of goods and services via a diverse and varied supply chain including:

- Property related services (construction and maintenance)
- Temporary/agency staff
- Raw materials
- Plant and machinery
- Office equipment and supplies
- Communications and IT equipment services
- Utilities
- Professional adviser services

Heathcoat Fabrics Limited

Westexe, Tiverton, Devon EX165LL England

Telephone +44 (0)1884 254949 www.heathcoat.co.uk Email info@heathcoat.co.uk

Registered in England No. 450787 Registered Office as above.

OUR POLICY 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 anti-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 that 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 employ a professional Human Resources team who vet all applicants and work closely with agencies and third parties who provide the Company with staff.
- Where possible we build long standing relationships with our suppliers and make clear our expectations of business behaviour.
- We expect each entity in the chain to, at least, adopt 'one-up' due diligence in the next link in the chain. It is not practical for the Company (and every other participant in the chain) to have a direct relationship with all links in the chain).
- We have in place systems to encourage the reporting of concerns and the protection of whistleblowers.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, an on-line training course will be provided to relevant members of staff.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values and ethics.

FURTHER STEPS

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Review existing policies, procedures and forms with regard to combating slavery and human trafficking
- Continue to improve our training programme
- Send suppliers the Heathcoat Supplier Code of Business Ethics which highlights our expectations and requirements
- Explore how to measure and assess the effectiveness of our policies and procedures

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 May 2018.



Cameron Harvie
Managing Director
Heathcoat Fabrics Limited

October 2018