

## Modern Slavery Act 2015

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# Slavery and Human Trafficking Statement

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### 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.

### 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

### 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 are 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

An on-line training course is in place to relevant members of staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

## 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:

- continue to review and assess those risks which are most relevant to our business;
- to require all our suppliers to adhere to our Anti-Slavery Policy;
- to review our procurement processes and monitor the outcomes to ensure our systems and processes are effective;
- continue to review our employee training requirements and implement any further training on the topic of modern slavery and human trafficking as may be appropriate;
- continue to remain vigilant and, should we discover or be alerted to an incident of modern slavery or human trafficking in our business or supply chains, we shall take appropriate action.

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 2023.



Cameron Harvie  
Managing Director  
Heathcoat Fabrics Limited

October 2023