

## **The Modern Slavery Act – Company Policy**

As a leading supplier of refrigeration equipment and contracting solutions to the food retail industry in the UK, Clade Engineering Systems, a branch of A1 Engineering Solutions, are committed to improving our practices to combat slavery and human trafficking within any part of our supply chain.

All our directors and employees are required to act whenever any concerns are raised whether from within or from outside of the business.

### ORGANISATION'S STRUCTURE

Both Clade and A1 are based in the UK only. Clade build natural refrigeration plant at our factory in Leeds and all the finance operations from head office in Bristol.

### OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

We will endeavour to ensure that there is no modern slavery or human trafficking in our supply chain 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 slavery and human trafficking is not taking place anywhere in our supply chains.

### OUR SUPPLY CHAINS

Our supply chain comprises the engagement of subcontractor organisations to carry out works and services on our projects and the sourcing of materials and manufactured products.

We implement a number of processes to ensure, where practicable that our supply chain adhere to our expectations in respect of their workforce. We utilise SSIP schemes, alongside amending our own pre-qualification process to support this practise.

We look to build long term relationships with our suppliers and subcontractors and make clear expectations of their business behaviour.

We encourage the reporting of concerns and the protection of whistle blowers.

### SUPPLIER ADHERENCE TO OUR VALUES

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

### 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 relevant members of our staff. All directors have been briefed on this subject.



Dean Frost  
Managing Director

CLADE (a branch of A1 Engineering Solutions Ltd)