



Modern Slavery Statement 2019

This statement is pursuant to s.54 of the Modern Slavery Act 2015.

Our Business

Founded in 1983, CA Group are one of the UK's leading metal roofing and cladding systems manufacturers and contractors for the industrial, commercial and public sectors, and refurbishment markets.

Our Policies on Modern Slavery and Human Trafficking

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is a transparency in our business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect that our suppliers will hold their own suppliers to the same high standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third party representatives and business partners.

Our Supply Chain

CA Group is committed to maintaining and improving systems and processes to prevent human rights violations relating to our supply chain.

As part of our contract with labour-only sub-contractors and other suppliers, we require that they confirm to us that:

- › They have taken steps to eradicate modern slavery within their business;
- › They hold their own suppliers to account over modern slavery;
- › They pay their employees at least the national minimum wage/national living wage as currently legislated.

We may terminate the contract with a supplier at any time should any instances of modern slavery become known.

Responsibility for the Policy

The Board of Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations and that all those under our control comply with it.

Signed:

A handwritten signature in blue ink, appearing to read "Andrew Dickinson", is written over a horizontal line.

Andrew Dickinson
Group Sales & Marketing Director

Dated March 21