



Modern Slavery Statement

Lynx Precast Ltd and its directors recognise that slavery, forced labour and human trafficking are significant human rights issues and are committed to taking appropriate and proportionate steps to mitigate the risk of these occurring within our business and supply chain.

As a building materials manufacturer operating within the UK, the key areas of our operation that could be affected by slavery and human trafficking are our direct employees, subcontract operatives carrying out installation on our customers sites and within the workforce of our supply chain. The steps we take to mitigate the risk to each of these areas are as follows:

Employees:

- We verify that all employees have the right to work in the UK upon commencement of their employment.
- All employees are inducted and made aware of their working hours, leave and absence entitlements and other employment benefits.
- We provide information and training to our workforce highlighting the importance of being aware of the issues of modern slavery along with contact details of the modern slavery helpline.

Sub-Contractors:

- We undertake due diligence checks on subcontractors using a standard questionnaire format.
- We consider sub-contractors approaches to employee rights and any breaches of human rights related legislation during our selection process.
- We expect all sub-contractors to consider the risk of modern slavery and where we consider necessary, we will signpost them to the relevant information.

Suppliers:

- We procure the majority of our directly sourced materials from UK based organisations that are required to comply with UK laws on forced labour, however, where materials or plant and equipment are sourced from outside the UK we consider the risk of slavery and human trafficking as part of our selection process.

Any concern raised by an employee, or third party will be treated seriously and in the strictest confidence.

Signed by: Andrew Teasdale, Paul Cutler (Managing Directors)

Signature:

Two handwritten signatures in black ink. The first signature is "A. Teasdale" and the second is "P. Cutler".

Date: 14th June 2023