

# Anti-slavery and Human Trafficking Statement

## 1. ABOUT MONODRAUGHT:

This is Monodraught's first statement on anti-slavery and human trafficking following the introduction of the UK Modern Slavery Act 2015. Monodraught has been an acting participant of the UN Global Compact since 2016.

Monodraught Ltd is based in the UK but supplies its products worldwide. Monodraught is the leading supplier of Natural Ventilation products also specialising in Natural Daylight, Natural Ventilation and Natural Cooling systems.

## 2. OUR ETHICS:

Monodraught endeavours to ensure that slavery and human trafficking is not taking place within our employed workforce or any of our supply chain. Although we believe that our exposure to the risks of modern slavery is relatively low, we are not complacent. We understand that, if we are to be successful in delivering our strategy for growth, then we must make sure that we interact with our employees, customers and others properly. Our Staff Handbook sets out our commitment to the value and importance that we place on honest, ethical and lawful conduct in all our business dealings.

## 3. SUPPLY CHAINS:

Consistent with the principles set out in our Staff Handbook, we prohibit forced labour, child labour and discrimination within our supply chain. We ensure, as it is reasonably practicable, that our suppliers, where necessary, have controls in place to uphold our commitment to doing what we can to combat slavery and human trafficking.

## 4. EMPLOYEES:

To ensure our employees are not subject to undue influence and are treated with dignity and respect, Monodraught has human resource policies and procedures in place across all its operations. These are audited to ensure compliance with employment legislation and prevent unethical working practices. Monodraught is committed to ensuring that all staff receive fair remuneration for the job they perform and undertakes regular reviews of terms and conditions across the workplace. Monodraught adheres to the payment of the National Living Wage in the UK and all compulsory minimum wage premium as set by governments.

Monodraught also has recruitment processes, which includes verifying the identity of each employee and their right to work in each country before commencing employment. All temporary workers are supplied through reputable recruitment agencies.

Monodraught's Whistleblowing policy is designed to make it easy for employees to make disclosures without fear of retaliation.

Signed  .....

**Andrew McCubbin**  
Managing Director of MONODRAUGHT LTD

