

MODERN SLAVERY TRANSPARENCY STATEMENT

2019/20

In line with Government guidance, our 2020 Modern Slavery Statement will be published before the end of December. In the meantime, we continue to focus on the health and safety of our workforce and all those who are affected by our operations.

MODERN SLAVERY TRANSPARENCY STATEMENT - JUNE 2019

We take the aims of the Modern Slavery Act 2015 very seriously and will continue to report on our progress and findings annually in our transparency statement. This is our annual transparency statement for 2019/20 as required under section 54 of the Modern Slavery Act 2015. Our financial year ends on 31 December. This statement has been reviewed and approved by our Chief Executive Officer on 25 June 2019.

Who we are

As part of the worldwide LafargeHolcim group of companies, Aggregate Industries is committed to acting fairly and ethically. This statement is made by Aggregate Industries UK Limited and on behalf of all our subsidiary and affiliated companies.

As a leading supplier to the construction and infrastructure industries in the UK and northern Europe, we operate at over 300 locations with almost 4,000 employees. We produce, manufacture and supply a wide range of construction materials and solutions including aggregates, recycled and secondary aggregates, cementitious materials, asphalt, ready-mixed and precast concrete products. We also transport waste materials as part of our delivery process and operation. We are also a major provider of road surfacing and civil engineering services.

Our supply chain consists of around 4,000 suppliers. The majority of our suppliers are UK based, however we also purchase a small range of materials and services from Europe, America and Asia.

Our Policies

We aim to operate an open, honest and ethical business in accordance with the principals of the Modern Slavery Act 2015. By working together with our supply chain, we aim to be the partner of choice for our customers and to operate our business ethically and sustainably.

Our corporate governance is underpinned by our Code of Business Conduct. Other tools which help us to tackle Modern Slavery include our Recruitment Policy and published guidance such as our Guidance on the Prevention of Illegal Working. These help to define our standards and expectations.

Our Whistleblowing policy states that if employees suspect that human trafficking, slavery, servitude or forced or compulsory labour may be taking place anywhere in our business or supply chain they are encouraged to let their line manager know and report immediately via AI's Integrity Line, either by phone or on-line or to call 999 if the potential victim is believed to be in immediate danger.

We work closely with our supply chain. Our Code of Business Conduct for Suppliers is based on the United Nations Global Compact. This



document sets out what we expect from all of our suppliers. This is supported by our Procurement Policy and in particular our Ethical Trading of Natural Stone Policy.

Our due diligence

Since 2016 a working group consisting of colleagues from across the business has been working together to train, educate and support our colleagues in raising awareness and tackling modern slavery.

As part of our BES 6001 (Responsible Sourcing in Construction Products) accreditation and our Sustainable Procurement Standard, we are working with our supply chain to understand and address areas of risk. Our relationships with our suppliers are also governed by contractual agreements.

Training and supporting our colleagues

As a founding partner of the Supply Chain Sustainability School we collaborate with other leading businesses within our sector to share best practices and provide guidance to school members, on issues such as modern slavery and supply chain mapping.



OUR RISKS AND MITIGATION MEASURES

AREAS OF RISK	
<p>Our internal risks include</p> <ul style="list-style-type: none"> ▶ Recruitment ▶ Temporary labour 	<p>Our Supply Chain risks include</p> <ul style="list-style-type: none"> ▶ Labour ▶ Logistics ▶ Contracting ▶ Purchases outside the EU ▶ Suppliers with long, complicated supply chains.
OUR DUE DILIGENCE	
<ul style="list-style-type: none"> ▶ Preferred supplier list In place for all permanent and temporary recruitment to ensure that workers have the right to work in the UK and that worker's own rights are fulfilled such as holiday pay, sick pay and appropriate salary ▶ Payment processes Checks in place on duplicate bank accounts to ensure no suspect activity ▶ Integrity Line We are committed to an open culture where employees feel secure in seeking advice or raising concerns and have confidence that reports are handled in a professional and transparent way. To help enable this culture, we have established 'Integrity Line', a secure incident reporting system administered by an independent third party through which employees can report their concerns about any potential breach of our Code of Business Conduct ▶ Human Rights risk assessment Multifunctional working group assembled to assess present and potential human rights impacts within the business and supply chain, putting in place actions where necessary. 	<ul style="list-style-type: none"> ▶ Supply chain risk assessment We risk assess our supply chain based on the types of goods or services provided, location and supply criticality ▶ Avetta We require all our high risk suppliers to undergo assessment on the Avetta platform. Suppliers are required to provide documentary evidence of their compliance in the following areas: human rights, forced labour, child labour, working conditions and freedom of association. ▶ TFT (The Forestry Trust) Responsible Stone Programme - used with our natural stone suppliers in India and China ▶ Auditing of high risk suppliers ▶ Revised terms and conditions ▶ Supply chain mapping As part of the Supply Chain Sustainability School's special interest group we contributed to guidance for conducting supply chain mapping within the industry and mapped one for a hi-vis vest with our own supplier. This methodology is now being used on current projects and supply chains to gain transparency and further understanding of risks.
DEVELOPMENT, EDUCATION AND AWARENESS	
<ul style="list-style-type: none"> ▶ E-learning training modules All managers with recruitment responsibilities have been invited to undertake training ▶ Awareness campaign Encouragement to use Supply Chain Sustainability School resources and events, internal articles and bulletin posts, posters and videos ▶ BPC award Entered the British Precast Sustainability Award for best practice in Modern Slavery awareness and transparency. ▶ Labour Supply Agency Labour is now sourced through a single supplier allowing us to apply stricter governance and maintain consistently high standards across our organisation. We are a signatory to the Gangmasters and Labour Abuse Authority's 'Construction Protocol', committing us to raise awareness within supply chains to help prevent and protect workers from exploitation and take necessary steps to help ensure that exploitation of workers is recognised and addressed with appropriate safeguards. 	<ul style="list-style-type: none"> ▶ TFT Collaborating with TFT we work to diminish the negative impact of natural stone mining and processing by sourcing responsibly quarried stone that respects the environment and improves people's lives at the raw material extraction stage and throughout the supply chain ▶ Action plans Where non-compliances are found through the Avetta assessment we work with those suppliers to become compliant by issuing action plans and providing guidance ▶ Awareness campaign Encouragement to become members of the Supply Chain Sustainability School, article in our haulier newsletter and posters around sites ▶ Supplier day We host 'People & Communities' supplier days which focuss on education and sharing of best practice for our Modern Slavery, Drug & Alcohol and Fair and Just policies

OUR CONTINUAL IMPROVEMENT

	INTERNAL	SUPPLY CHAIN		
	Target	Result	Target	Result
2018 targets	▶ Include awareness of Modern Slavery in site and business inductions	▶ Achieved. Site inductions now include awareness of Modern Slavery issues and how to recognise areas of concern	▶ Certify to Ethical Labour Sourcing Standard BES 6002.	BES 6002 certification achieved
	▶ Train supervisors and contracts managers.	▶ 550 Managers across the organisation have completed training programme		
2019 targets	▶ Continue with awareness campaign using posters, magazine articles, e-learning and toolbox talks		▶ Continue due diligence and development programme using Avetta, TFT, Supply Chain Sustainability School, audit toolbox talks, and supplier days.	
	▶ Roll out due diligence, awareness and policies to newly acquired businesses.		▶ Make Modern Slavery Toolkit available to supply chain to ensure consistency of approach	
	▶ Develop Modern Slavery Toolkit for use in our businesses to help increase effectiveness of our response to Modern Slavery challenges		▶ Working with selected suppliers to help improve quality and consistency of employment policies and response to Modern Slavery issues.	

By implementing our policies and working together with our suppliers we aim to demonstrate that we operate our business ethically, responsibly and sustainably.



Guy Edwards
Chief Executive Officer
26th June 2019

Aggregate Industries UK Ltd, Bardon Hall, Copt Oak Road, Markfield, Leicestershire, LE67 9PJ

Tel: 01530 816600

Fax: 01530 816694

Email: IMS@aggregate.com

www.aggregate.com

