



CR Steel Limited – Anti-Slavery and Human Trafficking Policy

1. Introduction

CR Steel Limited is committed to conducting all business ethically, responsibly, and in full compliance with applicable laws. We oppose all forms of modern slavery and human trafficking and are dedicated to ensuring that our operations and supply chains are free from such practices.

This policy outlines our commitment to preventing slavery, servitude, forced labour, and human trafficking in any part of our business.

2. Scope

This policy applies to:

- All employees (permanent, temporary, and contract)
- Directors and officers
- Suppliers, subcontractors, and other business partners
- Any third party acting on behalf of CR Steel Limited

3. Our Commitment

CR Steel Limited will:

- Maintain a zero-tolerance approach to modern slavery and human trafficking.
- Conduct business only with organisations who share our values and can demonstrate compliance with anti-slavery laws.
- Take steps to identify, assess, and address risks of modern slavery in our supply chain.
- Provide clear channels for reporting concerns without fear of retaliation.

4. Responsibilities

4.1 Management

Senior management is responsible for:

- Implementing and maintaining this policy
- Ensuring appropriate due diligence procedures
- Reviewing risk areas and taking corrective action where required



4.2 Employees

Employees must:

- Comply with this policy
- Report any suspicions or evidence of slavery or trafficking
- Complete relevant training where required

4.3 Suppliers and Contractors

Suppliers must:

- Comply with all anti-slavery legislation
- Confirm that their own supply chains are free from forced labour or trafficking
- Cooperate with audits or investigations by CR Steel Limited

5. Due Diligence and Risk Management

CR Steel Limited will:

- Conduct supplier risk assessments and onboarding checks
- Require written confirmation of compliance from high-risk suppliers
- Monitor supply chain practices through audits, questionnaires, and performance reviews
- Terminate relationships with suppliers who fail to comply

6. Reporting Concerns

We encourage employees, suppliers, and stakeholders to report any concerns related to modern slavery. Reports can be made confidentially through:

- Line managers
- HR Department
- Protect (UK Hotline) 020 3117 2520

CR Steel Limited will thoroughly investigate all reports and protect individuals from retaliation.

7. Training

Training will be provided to employees, particularly those in procurement, HR, or supply chain roles. Additional training may be delivered to key suppliers.



8. Breaches of This Policy

Any breach of this policy by employees may result in disciplinary action, including dismissal. Breaches by suppliers may result in contract termination.

9. Review of Policy

This policy will be reviewed annually and updated as necessary to ensure continued compliance with legislation and best practice.

Approval

Approved by:

Ryan Heighton – Managing Director

Signature:

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