



# CARDINAL

## MODERN DAY SLAVERY AND HUMAN TRAFFICKING ACT 2015 STATEMENT

### INTRODUCTION

This statement is made on behalf of the Cardinal Group pursuant to the section 54 of the Modern Slavery Action 2015 and comprises our slavery and human trafficking statement for the financial year ending 31<sup>st</sup> December 2018.

### ORGANISATIONAL STRUCTURE

We manage the Group under the following businesses:

- Cardinal Project Management – Bespoke planning and construction solutions
- Cardinal Shopfitting + Systems – UK manufacturing and logistics
- Cardinal Plastics and Displays – Plastic moulding and manufacturing
- Cardinal Shopfitting (Shanghai) Co Ltd – China sourcing capability

Cardinal services a diverse spread of sectors including retail, education and workplaces through to residential, healthcare and leisure.

### OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

Cardinal recognises that slavery and human trafficking remains a hidden blight on our global society. The aim of the Company is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them.

### OUR SUPPLY CHAIN

We have a multi-disciplined supply chain to support us through the different aspects and provisions of our business.

## **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

Our Anti-slavery Policy Statement reflects our commitment to acting ethically and with integrity in all our business relationships and implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

Integrated Management Systems, compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and OHSAS 18001:2007. The implementation and operation of this management system underlines our commitment to this policy statement. Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood, communicated to all levels of the company, and that regularly reviewed by the Directors to ensure its continuing suitability and relevance to the Groups activities.

The Group will achieve these aims by our initiative to identify and mitigate risk in the following ways (but not limited to):-

- Stringent vetting and investigation of our supply chain (contractors, sub-contractors, policies, contracts etc.).
- Continual audit and review of our practices for checking all employees are paid at least the minimum wage and have the right to work;
- We encourage the reporting of concerns and the protection of whistle blowers.
- The Group will not knowingly support or deal with any business involved in slavery or human trafficking.
- We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain comply with our values.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

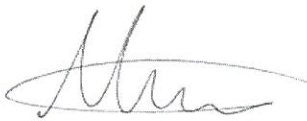
- Completion of Audits by Directors, Managers, Safety Managers and Safety Advisors
- Use of labour monitoring and payroll systems
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

For transparency the company will publish the Modern Day Slavery and Human Trafficking Act 2015 Statement on its website for the public, consumers, and employees, NGOs or investors to view.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> December 2018 and was approved by the Board of Directors of Cardinal Group.

**This policy applies to all those employed within the Cardinal Group.**

Signed:



Construction Director – Michael Brearey  
Cardinal Project Management

Signed:



Group Managing Director – Tim Considine  
Cardinal Limited

Date: 21<sup>st</sup> January 2019