



Modern Slavery Statement 2022-2023

Financial Year 1st January 2023- 31st December 2023

CLAD Safety is committed to driving out acts of modern-day slavery from within its own business and from within its supply chains. The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organization.

This statement has been published in accordance with Section 54 of the Modern Slavery Act (2015) on behalf of CLAD Safety.

Our FY2023 statement sets out CLAD safety's current activity and what plans we have in place to help tackle this issue in our supply chains and operations and to support stakeholder and industry-level activity to eradicate modern slavery.

CLAD Safety understands the intricate nature of modern slavery and is committed to improving our practices to prevent it. Since modern slavery is a persistent problem that requires long-term solutions, we acknowledge that there are no quick fixes. We understand that our clients rely on us to handle this issue effectively so that they can feel secure when choosing to work with us.

What is modern slavery?

Modern slavery is an overarching term used to describe its various forms.

Human trafficking

Forced and compulsory labour

Bonded labour

Slavery

Human trafficking is a process of bringing a person into a situation of exploitation through a series of actions, including deceptive recruitment and coercion.

Forced labour is any work or service which people are not doing voluntarily, and which is exacted under the threat of some form of punishment.

Bonded labour is demanded as a means of repayment of a debt or a loan.

Slavery is a situation where a person exercises (perceived) power of ownership over another person.

-ETI- Ethical Trade Initiative



In accordance with The Home Office's statutory guidance, this Modern Slavery Statement covers the following six areas:

Our Company and Supply Chain

- Organisation structure and supply chains

Process, Policy and Due Diligence

- Policies relating to slavery and human trafficking
 - Due diligence processes

Assessing Risks

- Risk assessment and management

Monitoring

- Key performance indicators to measure the effectiveness of steps being taken

Cascading Knowledge

- Training on modern slavery and trafficking



CLAD Safety Ltd
Head Office and Warehouse
Bridge House,
Wetherby Rd,
Knaresborough
HG5 8LJ

1
Head office

1
UK
Warehouse

25
Colleagues

27
Factories for
own-brand
products

Our Company

CLAD's mission is to improve the working life and productivity of our customers by supplying innovative clothing, and solutions that protect and enhance the value of people. Established in 1989 CLAD Safety has been successfully delivering a high standard of service to our customers for 35 years.

In this time Clad Safety has expanded and evolved to be one of the leading suppliers of workwear, uniforms, and PPE to many corporations throughout the UK via our team in Knaresborough.

We offer first-class technical products to businesses of all sizes across all industries. Our stock holding makes next-day delivery a reality and our accurate and reliable in-house logo service enables us to personalise products with either embroidery or heat-applied logos.





Neil Trevvett
Managing Director



Reggie Trevvett
Commercial Director



Fred Trevvett
Business Development
Director

Message from the Directors

Clad Safety Ltd is committed to driving out acts of modern-day slavery from within its own business and from within its supply chains. The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation.

As part of the company's due diligence processes into slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier.

Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made. We have robust procedures in place for the vetting of new employees and ensure that we can confirm their identities and that they are paid directly into an appropriate, personal bank account.

The Company will not support or deal with any business knowingly involved in slavery or human trafficking.

The Company Directors and Senior Management shall take the responsibility for implementing this policy Statement

Neil Trevvett
Managing Director
28th March 2024

A handwritten signature in black ink, appearing to read 'Neil Trevvett'.



Our Commitment

With a wide-reaching number of industries in our portfolio, the customer is at the core of our operations and our purpose is to keep those people safe at work. This purpose extends to colleagues at our head office and warehouse but also to those who design and make our products across our supply chain and the communities to which we live.



Living Wage Employer since 2021

Clad Safety are proud to be an accredited Living Wage Employer.

The real Living Wage is the only UK wage rate that is voluntarily paid by over 7,000 UK businesses who believe their staff deserves a wage that meets every day needs. Accredited Living Wage employers have been certified by the Living Wage Foundation.



Sedex member since 2016

Empowering ethical supply chains

Sedex Information Exchange is home to the world's largest collaborative platform for sharing responsible sourcing data on supply chains. By connecting with this extensive procurement network, buyers and suppliers can share data and best practice procedures to ensure a fair and ethical supply chain, sustainable procurement and better future for all.

As members of Sedex, Clad believe in operating with full supply chain transparency to ensure that our business is conducted ethically and fairly, particularly with regards providing fair wages and working conditions to workers throughout our supply chain. We expect our suppliers to uphold a high standard in their Ethical/Social working practices and use extensive questionnaires and independent audits to ensure that all our suppliers meet this standard.



Verisio partner since 2023

Specializing in supporting businesses with responsible supply chain management to drive positive social and environmental change. Assisting CLAD Safety in going beyond audits and increasing due diligence.

Ethical Trade Initiative

CLAD Safety is not currently a member of the ETI (Ethical Trade Initiative) but we do align our Ethical Code of Conduct with its base code which is based on the standards of the (ILO) International Labour organisation as a minimum standard of good practice.

Our Own- Label Supply Chain

Whilst we don’t own the factories that produce our goods, we know we have a responsibility to seek ways to protect all workers from modern-day slavery or human trafficking as well as promoting health, safety, and welfare in our supply chain.

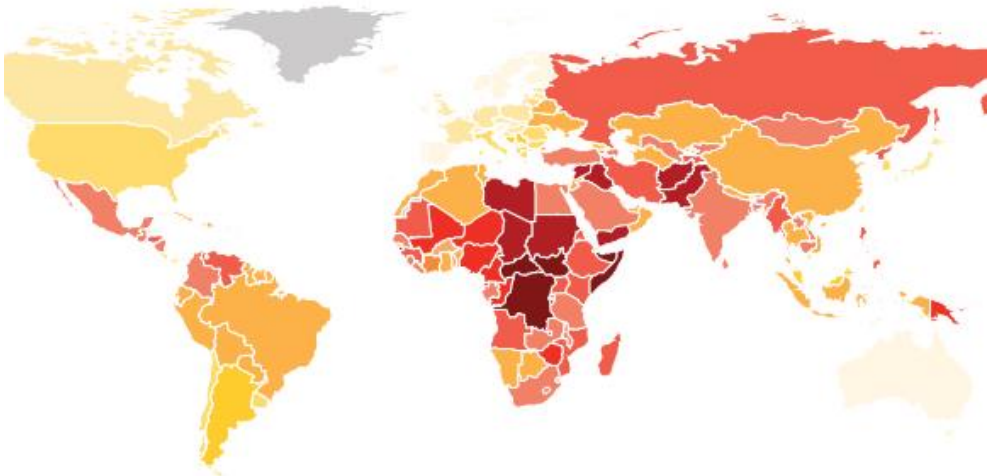
When it comes to Modern Slavery, we cannot know what we cannot see so at present we have a focus on growing our level of transparency and deepening our understanding of inherent and residual risk within our supply chain.



The map above illustrates the countries our own branded products are currently being manufactured in.

	Regional Prevalance Ranking	Regional Vunerability %
Bangladesh	7.1	5.8
China	4	46
India	8	5.6
Indonesia	6.7	49
Pakistan	10.6	80
Turkey	15.6	51

Table showing risk levels within our own label supply chain



Low High

Estimated vulnerability to modern slavery by country

Image from Modern Slavery Index

Process, Policy, and Due Diligence

CLAD Safety is committed to upholding human rights and ethical trade practices. We take pride in our ethical supply policy and ensure that all our products are ethically sourced. Our policies and procedures cover our own operations and supply chains to ensure that we conduct our business in a responsible and ethical manner. We are committed to internationally recognized human rights and ethical standards, including the ILO, and we follow the ETI base code principles. Our policies provide the framework in which we operate and play a critical role in ensuring that we have proper controls in place to manage and monitor ethical compliance. We implement the ETI base code in our business through our policies and codes of conduct. We ensure that our policies and procedures are aligned with our commitment to preventing modern slavery, human trafficking, forced labour, and exploitation.

Our Policies

These are reviewed annually and updated when necessary to ensure they continue to remain aligned with international standards and best practices.

Ethical Supply Chain Policy
Labour standards policy
Responsible Sourcing policy

These policies are published on our website. <https://cladsafety.co.uk/csr/>

We require our suppliers to comply with our policies and applicable laws. If our policies and applicable laws cover the same topic, suppliers must follow the one that gives greater protection to workers.

Code of Conduct

As part of the onboarding process at CLAD Safety suppliers are asked to agree to comply with our Code of Conduct. Our code of conduct aims to establish a fundamental framework of standards that reflect the differences in laws, customs, and economic conditions around the world. It has been aligned with the ETI base code and ILO standards.

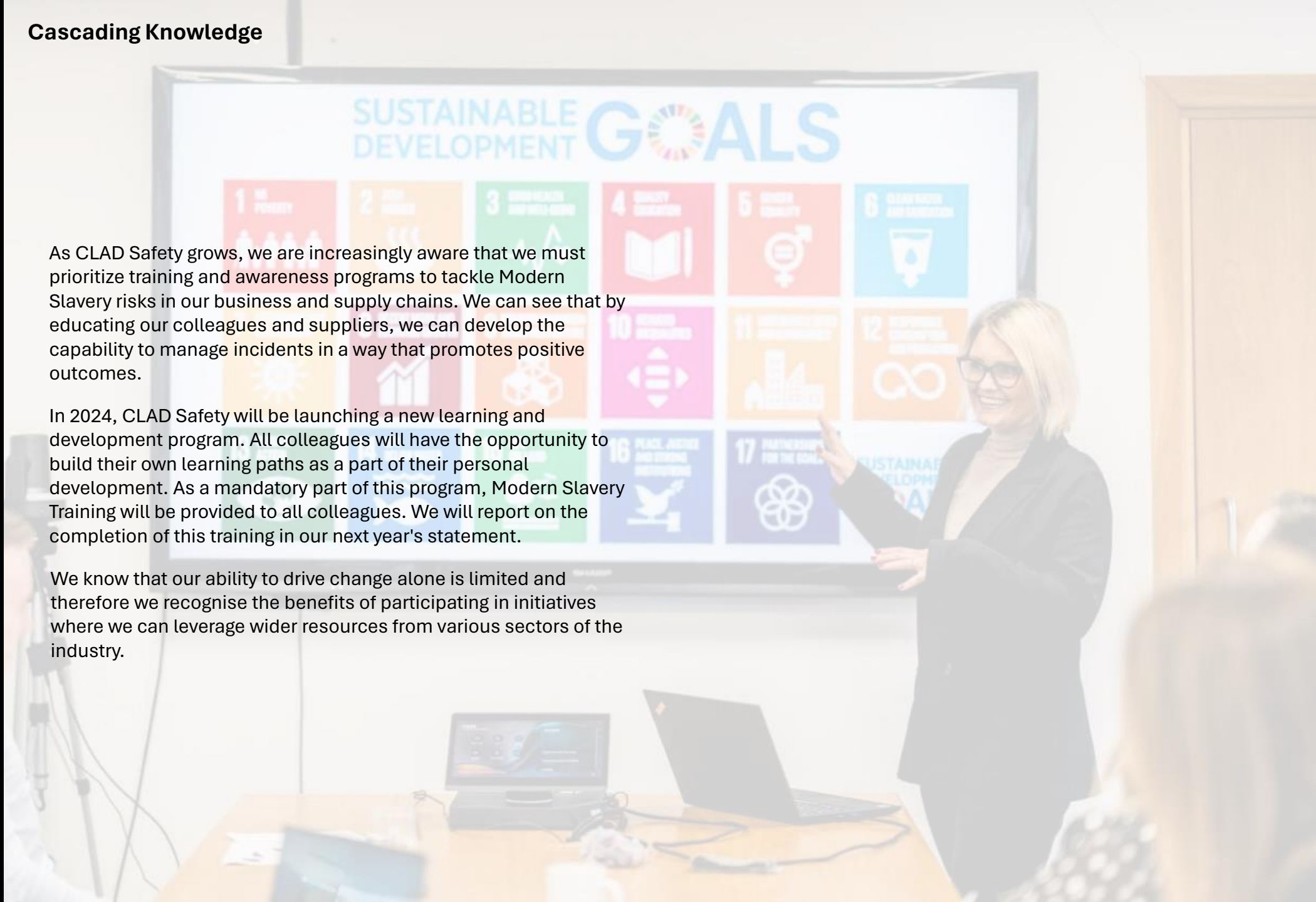
Whistleblowing

We have a whistle-blowing policy that is accessible to all colleagues. The policy provides details on how to contact the PROTECT hotline and how to report any allegations of modern slavery, fraud, misconduct, or wrong-doing. The whistle-blowing policy has been written in line with the company's grievance policies.

As CLAD Safety grows, we are increasingly aware that we must prioritize training and awareness programs to tackle Modern Slavery risks in our business and supply chains. We can see that by educating our colleagues and suppliers, we can develop the capability to manage incidents in a way that promotes positive outcomes.

In 2024, CLAD Safety will be launching a new learning and development program. All colleagues will have the opportunity to build their own learning paths as a part of their personal development. As a mandatory part of this program, Modern Slavery Training will be provided to all colleagues. We will report on the completion of this training in our next year's statement.

We know that our ability to drive change alone is limited and therefore we recognise the benefits of participating in initiatives where we can leverage wider resources from various sectors of the industry.



During the financial year ending January 2025, we intend to:

- Continue to roll out our new training road maps for all areas of the business
- Further, improve the way we educate our colleagues on Modern Slavery
- Continue to increase the visibility of our manufacturing sites for our own brand products
- Establish a modern slavery policy that can be rolled out across our branded supplier network
- Consider ways to assess risk within our supply chain and how we can present risk profiles to our stakeholders

