

SLAVERY AND HUMAN TRAFFICKING STATEMENT: CASTINGS GROUP

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken to ensure that our business and our supply chains were free from slavery and human trafficking during the financial year 31 March 2020.

Introduction

Castings Group (comprising of Castings PLC, CNC Speedwell Ltd and William Lee Ltd) is committed to preventing slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that our supply chains are also free from such practices.

Our organisational structure and operations

Castings Group is an established UK iron castings and machining group supplying a global market from manufacturing sites within the UK.

Castings Group has its Head Office in Brownhills in the West Midlands along with CNC Speedwell Ltd. William Lee Ltd are located in Dronfield, Derbyshire.

Castings Group employs approximately 1,200 people all of whom are based in the UK. We have subcontractors and suppliers primarily in the UK and a limited number in the European Economic Area and globally.

The group reported total revenue of £139 million in the financial year ended 31 March 2020.

Nature of our supply chains

Our key supply chains are primarily from companies based in the UK. Our range of supply chains include suppliers of goods and materials for all stages of casting design and production, suppliers of plant equipment and machinery, consultants, advisors, contractors and sub-contractors. A full list of approved suppliers is maintained.

Policies relating to slavery and human trafficking

We have a number of Castings Group policies that relate to Anti-slavery, Corporate Social Responsibility and Sustainability. These policies / procedures include; Anti-Discrimination Policy, Shared Code of Conduct, Code of Ethics Policy, Corporate Social Responsibility Policy, Environmental Sustainability Policy, Anti-Bribery and Corruption Policy, Legislative Compliance Policy, Sexual Harassment Policy, Sustainable Procurement Policy, Transparency and Accountability Policy and Whistleblowing Policy.

These policies reflect our commitment to implementing and enforcing effective procedures and controls to minimise the risks of human trafficking and other modern slavery practices infiltrating our business operations or supply chains and to acting ethically and with integrity in all our business activities and relationships.

We ensure that our suppliers are aware of our policies and approved suppliers undergo a supplier assurance process to achieve approved status to supply to our group.

Our policies have been developed by the Senior Team together with Human Resources and we regularly consult with our recognised Trade Unions.

Risk assessment

Our key raw materials are steel scrap, metal alloys and sand, the majority of which are UK sourced.

Potential risks could include human trafficking in labour used by sub-contractors and slavery and human trafficking where raw materials are being sourced from countries with poor records on slavery and human trafficking.

We look to reduce and eliminate this risk by using reputable suppliers who are subject to our approved supplier process. Many of our approved suppliers also publish a Slavery and Human Trafficking Statement giving information on their practices.

Due diligence processes in relation to slavery and human trafficking

In order to monitor and mitigate the risks of slavery and human trafficking occurring within our supply chains, our approved suppliers are required to undertake a thorough process involving a detailed supplier questionnaire detailing their business processes and auditing standards. We also conduct on-site audits together with our key suppliers.

We send out our Slavery and Human Trafficking Statement to our approved key suppliers along with our Shared Code of Conduct to ensure their awareness of our continuing commitment to eradicating potential slavery and human trafficking within supply chains.

Our Shared Code of Conduct makes specific reference to protecting vulnerable groups from exploitation and prohibiting any type of forced labour.

Staff training

Key staff are informed of their responsibility to ensure that they understand the risks of modern slavery and human trafficking infiltrating our business or supply chains and effectively operate our policies and procedures aimed at mitigating this risk.

We also encourage our key suppliers to provide such information to their own staff.

We make specific provision in our whistleblowing policy for the protection of those who whistle-blow in relation to wrong doing within the group. We make specific reference to the importance of whistleblowing connected with potential criminal offences or danger to health and safety or to the environment.

Compliance

We have nominated a number of internal champions to ensure that any issues or concerns related to modern slavery and human trafficking can be reported and investigated.

Our designated champions are the Finance Director, HR Manager and Quality Manager in each of the three companies within our group.

Future action

This Statement will be subject to regular and ongoing review to ensure its effectiveness, and will be updated as and when required.

This statement was approved by the board of Castings P.L.C. in relation to the financial year ended 31 March 2020 and signed on its behalf by



Steve Mant

Group Finance Director

30 March 2021