

## Modern Slavery Policy Statement

Architectural Wallsz (International) Limited is committed to the pursuit of excellence in the quality of services offered to its customers, and the standards it upholds across all areas of its operations. To be consistent with our disclosure obligations under the Modern Slavery Act 2015, we therefore recognise that slavery and human trafficking remains a hidden blight on our global society.

As a well-established UK-based SME operating within the Interior Fit-Out and Prefabrication Market, we acknowledge our responsibility to raise awareness among staff and customers regarding potential risks of slavery and human trafficking, both within our operations and the broader supply chain. Staff are actively encouraged to report concerns to management, which will be thoroughly investigated and acted upon.

As Managing Director, Ian Strangward's responsibility towards the Act is shown via our company's initiative to identify and mitigate the risks by building long-standing relationships with key suppliers and customers, and to make clear our expectations of business behaviour.

Our main points of business and supply contact are and have always been with UK companies or their relevant branches, and as such, we expect these entities to have suitable anti-slavery and human trafficking policies and processes in place like ours. We would expect each entity in the supply chain to adopt the necessary due diligence on the next link in the chain. We fully understand that it is not practical for us (*and every other participant in the chain*) to have a direct relationship with all links within the supply chain, however, we do have systems to encourage and protect the anonymous reporting of any concerns.

In addition to our existing commitments, we uphold the following principles as part of our zero-tolerance approach to modern slavery:

- Adherence to all applicable local and national laws and regulations.
- Respect for the freedom of workers to terminate employment without penalty.
- Assurance of freedom of movement for all workers.
- Respect for freedom of association and the right to collective bargaining.
- Prohibition of any threat of violence, harassment, or intimidation in the workplace.
- Prohibition of worker-paid recruitment fees.
- Prohibition of compulsory or forced overtime.
- Prohibition of child labour in any part of our operations or supply chain.
- Prohibition of discrimination in hiring, compensation, access to training, promotion, termination, or retirement.
- Prohibition of the confiscation or withholding of workers' original identification documents.
- Provision of access to remedy, compensation, and justice for victims of modern slavery.

In consideration of the Modern Slavery Act 2015, we have agreed on the following KPIs:

- Staff to undergo annual training and continued toolbox talks on modern slavery.
- Developing and maintaining a robust system for supply chain verification.
- Scheduled reviews of our existing supply chains.

A copy of this Policy Statement is available on our website and has a permanent position within our Health & Safety Management System.

We will not knowingly support or deal with any business that are involved with slavery or human trafficking and we undertake responsibility for implementing this Policy Statement and its objectives. Subsequently, any employee who breaches this policy will face disciplinary action, which may result in dismissal for misconduct or gross misconduct. We also reserve the right to terminate our relationship with other individuals and organisations that may be working on our behalf, if they breach this policy statement.

This Policy Statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our intentions of compliance for the following year. While not legally required to publish a statement, we do so voluntarily to promote transparency and ethical business practices.

**Ian Strangward, Director**



**May 2025**

*Review Date: May 2026*