

## Modern Slavery And Human Trafficking Statement

MLB Steel Ltd.'s turnover does not exceed the annual threshold turnover set by the Secretary of State, in the Modern Slavery Act 2015, requiring a statement concerning the steps the organisation has taken during each financial year to ensure that slavery and human trafficking is not taking place. MLB Steel Ltd does however acknowledge and recognise our obligations in this regard as a reputable supplier within the Structural steel industry and understands that it has a moral and social responsibility to take a zero-tolerance approach to modern slavery in any and all forms.

We are committed to preventing slavery and human trafficking ensuring as far as we are able, and that our supply chains are free from slavery and human trafficking. We ensure that our steel purchases come from reputable and certified Companies located in the UK and that they have a zero policy regarding Modern Slavery and Human Trafficking. Within our own Company we ensure that there is no slavery or human trafficking.

It is our intention to immediately terminate our relationship with any supplier who we have a reasonable belief does not comply with the Modern Slavery Act 2015.

Reasonable local wages are paid to our employees and we comply with the National Minimum Age Act 1998 and National Minimum Wage regulations and are compliant with all minimum wage regulations.

Working hours are compliant with the Working Time Directive Regulations.

In addition, we have the following policies in that assist in the prevention and reduction of modern slavery risks in our Company:

Whistleblowing Policy - we encourage our employees to invoke this policy for any miscarriage of justice.

Ethics Policy - this sets out our core values which we expect to be observed throughout the Company.

Equal Opportunities Policy — to ensure that no job applicant or employee is discriminated against either directly or indirectly to include; agency workers, part-time workers and employees protected by the Equality Act 2010.

Anti-Fraud and Corruption Policy — this policy sets out our stance with regards to dishonest acts where a perpetrator intends to make a gain for themselves. It also sets out our stance regarding corruption and is clear that neither are acceptable in our Company.

Bribery Act — this sets out the Companies aims to prevent any form of bribery being committed within our Company. MLB Steel Ltd fosters a culture of integrity where bribery is unacceptable.

Environmental Policy — to set out our standards to include a safe working environment for workers on our premises.

Health and Safety at work Policy — this sets out our commitment to providing a safe working environment for our employees.

Signed

A handwritten signature in blue ink, consisting of several stylized, overlapping loops and lines, positioned below the 'Signed' text.

Managing Director

Dated May 2019