



## **Modern Slavery Policy**

### Introduction

Clarke's Safety Mirrors Ltd is committed to preventing modern slavery and human trafficking in all its business operations and supply chains. We recognize our responsibility to ensure that slavery and human trafficking are not taking place within our organization or in connection with any of our activities.

### Our Business

We are a leading UK manufacturer of safety mirrors, supplying products to a wide range of different industries in the UK & abroad. Our manufacturing facility is based in Telford, Shropshire.

We manufacture & supply a range of different mirror types including metal mirrors, plastic mirrors and glass mirrors. We import mirror products & packaging materials into the UK either directly or through other UK based companies.

### Our Supply Chain

Our supply chain includes:

1. Utilities
2. Acrylic & polycarbonate mirror sheets.
3. Polished stainless steel sheets.
4. Glass mirrors.
5. Packaging materials including cardboard sheets & polystyrene.
6. Mirror fixings.

Clarke's Safety Mirrors Ltd utilises a network of couriers & hauliers to transport goods across the UK and abroad. The vast majority of goods supplied is to the UK market.

Clarke's Safety Mirrors Ltd uses suppliers both inside and outside the EU and as such recognises that some countries in its supply chain may present an increased risk of modern slavery.

## **Policy Statement**

### 1. Compliance with the Law.

Clarke's Safety Mirrors Ltd will comply with all relevant laws and regulations concerning modern slavery and human trafficking. This includes, but is not limited to, the UK Modern Slavery Act 2015.

### 2. Transparency and Accountability:

We are committed to being transparent about our business practices and will take steps to ensure that slavery and human trafficking are not taking place in our supply chains. We will hold our employees, suppliers, and business partners accountable for compliance with this policy.

### 3. Due Diligence:

Clarke's Safety Mirrors Ltd will implement due diligence for assessing and monitoring our supply chains to ensure that they are free from slavery and human trafficking.

### 4. Supplier Compliance:

We expect our suppliers and business partners to share our commitment to combating modern slavery. We expect our suppliers to have policies and procedures in place to prevent modern slavery and human trafficking.



5. Reporting and Whistleblowing:

We encourage our employees, suppliers, and other stakeholders to report any concerns or suspicions of modern slavery or human trafficking.

6. Continuous Improvement:

Clarke's Safety Mirrors Ltd is committed to continuous improvement in our efforts to combat modern slavery. We will regularly review and update this policy to ensure its effectiveness.

Responsibility

The responsibility for implementing this policy rests with the directors of Clarke's Safety Mirrors Ltd. They will ensure that the necessary resources are allocated, and that appropriate measures are taken to prevent and address modern slavery and human trafficking.

Review

This Modern Slavery Policy will be reviewed annually and updated as necessary to reflect changes in legislation, our business operations, and best practices in combating modern slavery and human trafficking.

Approval

This policy has been approved and endorsed by the directors of Clarke's Safety Mirrors Ltd.

Date: 25/09/2023

Revision: 01

Signature:

A blue ink handwritten signature, appearing to read 'James Clarke', written over a light blue horizontal line.

James Clarke, Director

Clarke's Safety Mirrors Ltd