

Modern Slavery Policy

1. Policy Statement

Ironcraft Fabrications is committed to conducting its business ethically, responsibly, and with respect for human rights. We have a zero-tolerance approach to all forms of modern slavery, including slavery, servitude, forced or compulsory labour, human trafficking, bonded labour, and child labour.

We are committed to acting transparently and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery does not take place anywhere in our operations or supply chains.

2. Scope

This policy applies to all employees, directors, officers, contractors, agency workers, apprentices, interns, suppliers, subcontractors, and any other parties working for or on behalf of Ironcraft Fabrications in any capacity.

3. Definitions

Modern slavery refers to situations where individuals are exploited and cannot refuse or leave due to threats, violence, coercion, deception, or abuse of power. This includes, but is not limited to:

- Slavery and servitude
- Forced or compulsory labour
- Human trafficking
- Debt bondage
- Child labour

4. Our Business and Supply Chains

Ironcraft Fabrications operates in the fabrication and manufacturing sector. Our supply chains may include (but are not limited to) raw materials, metals, components, transport, maintenance services, and labour providers.

We recognise that modern slavery risks can exist across global and domestic supply chains, particularly in manufacturing, logistics, and labour-intensive services, and we take active steps to identify and mitigate these risks.

5. Responsibilities

Management

Senior management is responsible for:

- Ensuring this policy is implemented and maintained
- Promoting ethical business practices

- Assessing and addressing modern slavery risks
- Ensuring adequate training and awareness

Employees and Workers

All workers are responsible for:

- Understanding and complying with this policy
- Remaining vigilant to the risks of modern slavery
- Reporting concerns or suspected breaches

6. Risk Assessment and Due Diligence

Ironcraft Fabrications undertakes due diligence to assess and manage modern slavery risks, which may include:

- Evaluating supplier and contractor practices
- Risk-based supplier assessments
- Requiring suppliers to comply with applicable labour laws
- Including modern slavery clauses in contracts where appropriate

7. Supplier Expectations

We expect all suppliers, contractors, and business partners to:

- Comply with all applicable labour, employment, and human rights laws
- Prohibit forced, bonded, or child labour
- Ensure workers are treated with dignity and respect
- Allow workers freedom of movement and choice of employment
- Maintain fair wages, lawful working hours, and safe working conditions

Ironcraft Fabrications reserves the right to suspend or terminate relationships with suppliers who fail to meet these standards.

8. Training and Awareness

We provide appropriate training and information to employees and relevant personnel to ensure they understand:

- What modern slavery is
- How to identify potential indicators
- How to report concerns safely and confidentially

9. Reporting Concerns

Any concerns about suspected modern slavery or human rights abuses must be reported promptly. Reports can be made to:

- A line manager
- Senior management

- [Insert confidential reporting/whistleblowing channel]

Reports will be treated seriously, investigated appropriately, and handled confidentially where possible. Retaliation against individuals who raise concerns in good faith will not be tolerated.

10. Compliance and Breach of Policy

Failure to comply with this policy may result in disciplinary action for employees, up to and including termination of employment. For suppliers and contractors, breaches may result in contract termination.

11. Continuous Improvement

Ironcraft Fabrications is committed to continuously improving our practices to identify, prevent, and mitigate modern slavery risks. We will regularly review and update this policy to ensure its ongoing effectiveness.

12. Policy Review and Approval

This policy is reviewed periodically and approved by senior management.

Approved by: Neil kemp

Position: Director

Date: 26/026