

## **MODERN SLAVERY ACT STATEMENT.**

### **Introduction.**

In compliance with Modern Slavery Policy 2015, this Modern Slavery Act Statement gives an account of the step taken in the financial year 2024/2025 to ensure slavery and human trafficking are not occurring in our organisation and any of our supply chain.

We condemn slavery of any form, human trafficking, servitude, exploitation, child labour, forced and compulsory labour. Therefore, we maintain a zero-tolerance procedure for any breach of national labour laws.

Hence, we require our suppliers' stance against slavery and human trafficking to align with ours.

### **Organisational Structure.**

F.J. Church & Sons Ltd operates in the scrap metal industry in the United Kingdom.

F.J. Church & Sons Ltd operates through two divisions buying and selling scrap metals to many countries across the globe.

- Catalytic Converter division.

We became the market leader of this division in 1999 and have remained very active in defining the United Kingdom Catalytic Converter recycling market.

- Non-Ferrous Metals division.

We buy and sell Copper, Aluminium, Nickel, Lead, Brass and Zinc of any form.

### **Policies.**

We have in place policies to ensure that our organisation adheres to the Modern Slavery Act 2015.

- Recruitment –We check all necessary documents from identification cards to eligibility to work in the United Kingdom to proof of address for all employees to defend against human trafficking and people forced to work against their will.
- Health and Safety – We have an in-house health and safety officer to maintain a healthy environment for our employees, contractors and suppliers.

### **Our Supply Chain.**

We source our material from countries around the world.

All of our suppliers are subjected to our Know Your Customer (KYC) form contains questionnaires that take the Modern Slavery Act 2015 into account.

Due to the rise in theft of Catalytic Converters in the United Kingdom, we require our suppliers to provide us with:

- Valid identification card (or passport).
- Waste carriers license (upper tier).
- Environmental permit/ or ATF license/ or Scrap Metal collector license.

### **Our Future Commitment.**

We plan to take the following steps further to strengthen our organisation against slavery and human trafficking.

- Conduct more regular staff training for relevant employees on the risk of modern slavery and human trafficking to the organisation and society.

- Notify our existing suppliers of our commitment against slavery and human trafficking and our expectations of their stance.
- Request a Modern Slavery Act Statement from all our suppliers and future suppliers that satisfy the requirements to have one.



Ian Magson.  
Managing Director.

Date: 19<sup>th</sup> November 2024