

The Encon Group Modern Slavery & Human Trafficking Policy

The Encon Group services market sectors across the construction and marine industries with a network of branches throughout the United Kingdom, comprising of Encon Insulation Limited, Nevill Long, Pre-formed Components Limited, Gill Insulation Eastern Limited and Gill Insulation Nottinghamshire Limited.

The Encon Group recognises that it has a moral and social responsibility to aim to ensure that trading is free from human trafficking and slavery.

The organisation currently operates in the United Kingdom and predominantly sources materials from within the UK and European Union, in market areas where labour is well regulated and as such regards its risk in relation to modern slavery and human trafficking as low.

As part of The Encon Group's due diligence process for slavery and human trafficking the following initiatives are undertaken to mitigate risk.

- All employees are checked in line with the Immigration, Asylum and Nationality Act 2006 to ensure they have a right to work in the UK.
- All new suppliers are required to acknowledge by declaration that they will act in accordance with the Modern Slavery Act 2015 prior to being accepted as an approved supplier.
- Where possible contact with our suppliers will be made through their UK offices.
- Any suspected instances or concerns of slavery and/or human trafficking in the supply chain which are reported to the Company will be investigated at senior level.
- All employees, customers and other business partners are encouraged to report any concerns related to the direct activities of the supply chains of the organisation.
- Employees are encouraged to contact a member of the HR department to make disclosures without fear of retribution.
- This statement from the Company Chief Executive will be reviewed annually and communicated to all interested parties on request. All employees are made aware of this statement as part of the Company's induction process.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015, with the full knowledge and approval of the company's directors and constitutes Encon Group's slavery and trafficking statement for financial year ending July 2019.



Stuart Moore
Group Chief Executive Officer



August 2019