



## MODERN SLAVERY STATEMENT

### Organisation

This statement applies to Avonside Groups Services incorporating Avonside Roofing Limited; Bracknell Roofing Services Limited; Cobsen-Davies Roofing Services; Ploughcroft Limited; S M Roofing Contracts Limited; Taylor Roofing Limited; Tudor Roofing Limited; SBS Group Limited; Avonside Energy Limited and trading as Avonside Flat Roofing; Avonside Renewables; Avonside Energy & Avonside Residential (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2017/2018.

### Organisational structure

Avonside Group is Britain's largest roofing contractor, offering true coverage across the UK via our 40 strong branch network. We have the resources and capabilities of a national contractor, whilst still being able to offer the hands on, face-to-face approach of a local company.

We are made up of a family of specialist divisions with a forward-thinking vision to deliver best in class roofing at the point of delivery.

These are:

- Avonside Roofing
- Avonside Flat Roofing
- Avonside Renewables
- Avonside Energy

The combined skills and expertise of our individual divisions' means we are well-equipped to tackle projects of any scale or nature and deliver first-class results, with ease, across the UK.

Every year, we complete over 15,000 projects and have the largest labour resource in the industry, with over 1,200 fully qualified operatives.

A core focus has been a programme of continuous improvement, supported by the securing of various industry accreditations. This has allowed Avonside Group to apply its expertise to key market sectors of the roofing industry, including commercial, education, healthcare, local authority work, new build, refurbishment, construction. Expansion and acquisition have seen the addition of more branches to the Group across the UK, adding to the extensive company portfolio. These include specialist flat roofing branches, cladding and sheeting, as well as the environmentally-focused Avonside Renewables.



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# AVONSIDE

## GROUP

### Definitions

The Group considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement.

### Commitment

The Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in England, Scotland and Wales.

### Supply chains

In order to fulfil its activities, the main supply chains of the Group include those related to the supply of Roofing goods such as slate from various suppliers in the United Kingdom. We source from a variety of manufacturers of roofing and related products. The vast majority of products used are specified by our client base. We receive goods via a mix of direct to site deliveries and also from national distribution chains. We endeavour at all times to ensure that all suppliers to the Group are fully compliant with the Modern Slavery Act 2015.

### Potential exposure

The Group considers its main exposure to the risk of slavery and human trafficking to exist where product is sourced from an intermediary and the saving is from a worldwide supply base. In general, the Group considers its exposure to slavery/human trafficking to be relatively limited.



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## GROUP

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.

**Date of approval:** 25<sup>th</sup> November 2019

**Signed:**   
**Print name:** Eddie Stanton  
**Job Title:** CEO  
**Date:** 25<sup>th</sup> November 2019



AVONSIDE  
Head Office

