

# MODERN **SLAVERY** STATEMENT

**FOR FINANCIAL YEAR ENDING December 31, 2023**

## **1.Introduction**

ASD Limited purchases goods and services from a wide range of suppliers across a number of categories and is committed to acquiring these in a responsible manner. ASD Limited is not aware of any modern slavery activities within its operations or supply chain but if any were discovered then it would act immediately to ensure compliance with legislation and its own policies to prevent further abuse. Before becoming a registered supplier to ASD Limited, all suppliers are expected to agree to comply with our Supplier Code of Conduct.

## **2.Organisation structure**

ASD Limited is one of the largest mill independent, multi-metal stockholder/distributors in the UK. We offer a diverse range of ferrous and non-ferrous products, sourced from reputable and accredited mill sources, as well as value added services. We operate in all major market sectors across the UK.

## **3.Our supply chains**

We have many suppliers in our supply chain providing goods and services to support the operational requirements of a global business. Our main suppliers are suppliers of metals, however, other categories of suppliers include IT services, cleaning, office supplies, logistics and HR services.

## **4.Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Both our Employee and Supplier Codes of Conduct reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. Before becoming a registered supplier to ASD Limited, all suppliers are expected to agree to comply with our Supplier Code of Conduct or have their own equivalent Code of Conduct in place.

We aim to ensure that everyone who works for us and with us, is aware of the importance of and the promotion of fair and safe working conditions. We insist that everyone complies with the relevant elements of our Employee and Supplier Codes of Conduct. Whilst our employees and partners must ensure that they meet our Code of Conduct requirements, we aim to promote high ethical standards without imposing unachievable conditions.

## 5. Due diligence processes for slavery and human trafficking

In our business activities, the potential for Modern Slavery arises from the import of metal from around the world.

This risk is mitigated by only using vetted and monitored suppliers who demonstrate compliance with the requirements of the Modern Slavery Act 2015.

Unless the supplier operates in a high-risk country (in which case, more in depth screening takes place), the supplier will face automatic screening. This automatic screening may consider:

- Ethical standards;
- Labour standards;
- Health & safety;
- Human rights; and
- Environmental management

as appropriate.

After the screening, it is necessary to determine whether a questionnaire is required. Where a supplier presents a higher risk for modern slavery, we require a questionnaire to be undertaken to establish the risk and to conduct a more in-depth analysis.

Additionally, our Supplier Code of Conduct sets out the requirements for a supplier to adhere to the Modern Slavery Act 2015 and the behaviours and practices we expect of our suppliers. Our standard terms and conditions include a clause requiring all suppliers to comply with our Supplier Code of Conduct.

Furthermore, we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

## 6. Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a Supplier Code of Conduct that all suppliers must adhere to.

We have a dedicated compliance team, which consists of representatives from the following departments:

- Finance and Audit
- Human resources
- Legal and Compliance

## **7. Training**

ASD Limited employees undergo a program of training to raise awareness of a variety of compliance issues including slavery, human trafficking and human rights. The aim of the training is to promote compliance and equal rights within the workplace and across the wider community.

## **8. Let Us Know Policy and helpline**

Our Let Us Know Policy encourages and outlines the process for the reporting of concerns. Employees and our Business partners can do this by informing our UK National Compliance Team in a confidential manner if so required. Furthermore, we provide an anonymous reporting channel.

## **9. Our effectiveness in combating slavery and human trafficking**

We carry out supplier audits and visits and utilise KPIs to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains

## **10. Further steps**

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Continue to regularly review and improve our supplier risk assessment processes
- Continue to educate and promote a "speak up" culture within our business, encouraging all of our employees and those working on our behalf to raise any concerns.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes ASD Limited's slavery and human trafficking statement for the financial year ending 31st December 2023.

A handwritten signature in black ink, appearing to read 'P. Whiting'.

**Peter Whiting, CEO**

**ASD Limited and ASD Westok Limited**