



MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

This statement sets out the steps that have been taken to gain assurance that slavery and human trafficking are not taking place in the Heiton Steel supply chains and within the cut & bend reinforcement steel processes.

❖ *Our Role*

Heiton Steel are committed to acting ethically and with integrity in all our business relationships. Heiton Steel are committed to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in within the supply chain.

❖ *Modern Slavery*

Modern Slavery is a term used to describe crimes of holding a person in a position of slavery, servitude, forced or compulsory labour or human trafficking. These crimes exist across the world and can occur in any sector.

Heiton Steel will not tolerate slavery or human trafficking in our cut & bend operations or supply chains. Heiton Steel are committed to improving policies and practices to play our part in fighting slavery and human trafficking and protecting human rights.

Heiton Steel shall adhere to the Modern Slavery Act 2015 and Ethical Trade Initiative (EFT) Guidelines where people are at risk.

❖ *Supply Chain*

Heiton Steel purchase materials and services from a wide range of Suppliers and Sub-Contractors within the cut & bend reinforcement steel sector of the business. Heiton Steel recognises its responsibility to ensure Suppliers and Sub-Contractors have fair and ethical labour practices. Heiton Steel shall complete due diligence to ensure;

- *Slave labour, illegal child labour or forced labour is not introduced*
- *Overall terms of employment are voluntary*
- *All local applicable laws pertaining to minimum age requirements, wages, overtime and benefits are followed*
- *All local applicable laws pertaining to the number of hours worked in a 7-day week are followed*
- *Periodic certifying conformance to expectation described above and that all materials incorporated into their products comply with the laws regarding human trafficking and slavery*

❖ *Workplace*

Heiton Steel HR team shall review compliance with anti-slavery or human trafficking laws. HR shall ensure that management are adequately informed and all personnel are trained on this policy to achieve company expectations and standards.

The General Manager and all management employees in the reinforcement sector at Heiton Steel are committed to playing an active role in respecting human rights and protecting workers and undertake to review and revise the Policy for continuing suitability.

Signed: 

Date: 09.JAN.2026