

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

Lignacite has a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing appropriate and effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in our supply chains.

This statement relates to the fiscal year ending 31 December 2024 and sets out the steps we have and are taking to ensure that slavery and human trafficking are not taking place in any of our supply chains or businesses and is made pursuant to section 54(1) of the Modern Slavery Act 2015.

Company background

Lignacite Ltd's principal activities are the manufacture and distribution of concrete building blocks within the UK.

Lignacite operates two manufacturing sites: one in Brandon, Suffolk, and the other in Nazeing, Essex. Lignacite's operations are based in the United Kingdom and the business employs more than 100 employees, with a further 30+ dedicated external contractors.

Our supply chain

The company's principal suppliers are primary aggregate suppliers, plus a key cement producer. Lignacite's business has a simple supply chain, with more than 90% of materials sourced within the UK. The majority are sourced within 50 miles of either site.

Our anti-slavery and anti-human-trafficking policies

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We have adopted an Anti-Slavery Policy, which forms part of our Company Handbook.

This policy reflects 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.

Due diligence processes for slavery and human trafficking

The majority of materials we purchase are from suppliers that quarry or produce in the UK. For materials manufactured or sourced outside of the UK or Europe, we source through established and respected UK-based suppliers.

As part of our ongoing initiatives to identify and mitigate risk, we intend to undertake a further review of our current systems and processes to:

- Identify and assess potential risk areas in our supply chain.
- Mitigate the risk of slavery and human trafficking occurring in our supply chain.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.
- Ensure supplier adherence to our values

We have zero tolerance for slavery and human trafficking.

We intend to review our supply chain management process to ensure all those in our supply chain comply with our values and their legal obligations. This includes seeking confirmation from key suppliers that they have implemented contractual arrangements that prohibit modern slavery and trafficking and seeking confirmation that they have adopted their own anti-slavery and human trafficking policies.

Our standard terms and conditions of trading and our Supplier Code of Conduct also require suppliers to comply with all applicable anti-slavery and human trafficking laws and a number of our key commercial supply arrangements already contain specific provisions regarding slavery and human trafficking and contractual arrangements will be updated, where necessary, upon renewal.

Recruitment

Our recruitment process for the appointment of new employees is designed to operate in a legal and ethical manner. It includes:

- validating that the individual has the legal right to work in the UK;
- collating suitable references; and
- requesting and reviewing identification documentation.

Lignacite does not employ any children who are under the legal minimum working age. All apprenticeship roles are offered and fulfilled in compliance with applicable law.

Training

To ensure an elevated level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will be providing appropriate training to our staff to raise awareness and highlight any areas of concern they may have.

Effectiveness in combating slavery and human trafficking

We have not identified any instances or indications that either slavery or human trafficking occurs in our supply chain. As such, we have not considered it necessary to adopt any formal performance indicators to measure how effective we have been in ensuring that slavery and human trafficking are not taking place in any part of our business or supply chains. We intend to keep this under review.

Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the fiscal year ending 31 December 2024.