



Forsyth Group

ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

The following statement is made pursuant to section 54 (1) of The Modern Slavery Act 2015 and constitutes The Forsyths Group slavery and human trafficking statement for the financial year ending 31 October 2020.

Organisation

The Forsyths Group consists of a group of companies Forsyths Ltd, Grants (Dufftown) Ltd, Grant & Anderson, Northern Fabricators and The Station Hotel, based in the North East of Scotland. The Forsyths Group understands the fundamental importance of ethical trading and is committed to the requirements of the Modern Slavery Act 2015 ('The Act') and to taking all reasonable steps to ensure slavery and human trafficking is not present in any part of our business or supply chains.

Responsibilities

The Chairman and board of directors are responsible for ensuring the statement is up to date and accurately reflects the Company's actions and initiatives to tackle slavery and human trafficking.

HR are responsible for introducing policies and reviewing the process by which they are adopted.

All employees are encouraged to report any concerns they may have and management are required to act upon them with appropriate urgency.

Supply Chains

The Forsyths Group is committed to ensuring there is no modern slavery or human trafficking within its supply chains or in any part of its business. We strive to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place within any of our supply chains.

Due Diligence

The Forsyths Group will not knowingly support or deal with any business or organisation involved in slavery or human trafficking. We have undertaken a risk assessment of our global supply chains, identifying where they extend into sectors and territories that are higher risk in terms of the potential presence of slavery and human trafficking. As part of our ongoing due diligence we continually seek to identify any possible risks in these areas and take appropriate corrective action.



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Recruitment

When recruiting we adopt good practice approaches to identification and reference checking and as standard we are our agency providers to do likewise.

Managing Risk

We ensure that the requirements of The Modern Slavery Act 2015 are reflected within our policies and procedures. We operate the following compliance policies, Whistleblowing, Anti-Corruption & Bribery and Bullying and Harassment policies.

Training and Awareness

A key part of The Forsyths Group modern slavery and human trafficking risk mitigation strategy is to promote a high level of understanding and awareness of the risks through training and employee communication.

We provide training to our staff to ensure they understand the risks and on how to report any concerns.

Performance Measures

The Forsyths Group does not have designated key performance indicators against slavery and human trafficking. However, we will continue to monitor the effectiveness of our compliance regime and take necessary steps to strengthen it as appropriate.