

## **Modern Slavery Statement**

### **Introduction**

This statement is made in pursuant to section 54 of the Modern Slavery Act 2015. It constitutes Murray Plate Group Limited slavery and human trafficking statement for the financial year ending 2023. This statement covers Murray Plate Group Limited.

Murray Plate Group Limited has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with transparency in all our business dealings and to put in place effective systems to safeguard against any form of modern slavery taking place within the company or our supply chain.

### **The Organisation**

Murray Plate Group Limited is an independent steel stockholder and processor with operations within the UK. It employs over 70 people across 3 sites, servicing customers over a wide range of sectors including Oil & Gas, Energy, Construction, Mining and Aviation.

### **Our Supply Chain**

Murray Plate Group Limited procures goods and services directly from over 100 suppliers, primarily sourced from within the UK and Europe.

We have contractual relationships with our key suppliers and a dedicated procurement department to oversee the instruction of major supplier agreements and ensure that adequate procedures are in place.

Murray Plate Group Limited does not knowingly deal with any business involved in slavery or human trafficking. Direct communication with suppliers ensures that they are made aware of our commitment to tackling the issue of modern slavery and of their obligations.

### **Our Policies**

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

#### **1. Anti-Slavery Policy:**

Murray Plate Group Limited is committed to ensuring that all of its business operations are free from involvement with slavery and human trafficking. A copy of this policy is posted on our website.

#### **2. Equal Opportunities Policy:**

Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give their best.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

### **3. Whistleblowing Policy**

Murray Plate Group Limited operate a whistleblowing policy so that all employees know that they can raise any concerns relating to how colleagues are treated or about practices within our company or supply chain without fear or reprisals.

### **4. Business Ethics**

Clear values and good ethics are important to ensure that as an organisation we not only meet our objectives in a fair and equitable manner but also meet our wider social responsibilities externally. We are also committed to ensuring and maintaining high ethical standards in the workplace.

### **Training**

Advice and training about modern slavery and human trafficking is available to all employees through our induction programme and through our policies. We will always look to continuously increase awareness within our company to ensure a high level of understanding of the risks involved with modern slavery and human trafficking in our supply chain and in our company.

### **Status**

There were no reported breaches of the Modern Slavery Act reported in 2022

We review our policies and procedures regularly to ensure compliance and to assess our performance and progress.

This statement applies to Murray Plate Group Limited.

This statement has been formally approved by the Board of Murray Plate Group Limited.



Tim Simpson

MANAGING DIRECTOR

November 2023