



CAMCAI LTD

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT 2020

Policy Aims and Objectives

In accordance with responsibilities under the Modern Slavery Act 2015, and more generally, the company's obligations under employment and human rights legislation, Camcai Ltd aims to ensure internal compliance and maintain ethical policies and procedures. This includes the prevention of any form of slavery or human trafficking occurring in any part of our organisation or supply chain partners.

The directors and management team of Camcai Ltd will strive to ensure that slavery and human trafficking does not exist within our workforce or in any part of our supply chain. We are committed to acting ethically and with integrity in all our business relationships.

Background to the Organisation

Camcai Ltd is an independent trading company which specialises in steel reinforcement installations for new construction and refurbishment projects.

Supply Chains

Camcai Ltd retains relationships with various individuals and organisations in its supply chain. The scope of our operations creates responsibilities for us and those with whom we work. We aim to supply superior products and services in a responsible manner, supported by suppliers who meet our high standards for business practices, environmental responsibility / sustainability, and operational excellence. To that end we require our suppliers to meet our expectations for ethics and compliance, and in particular suppliers must ensure that:

- Child labour is not used in the performance of their work, whether or not related to the business they conduct with Camcai Ltd.
- They comply with laws and regulations prohibiting human trafficking. This includes not engaging in the use of forced labour, bonded labour, indentured labour, involuntary prison labour, slavery or trafficking in persons.
- They are committed to these principles.

Reporting Misconduct

Suppliers are required to provide their employees and business partners with access to reporting channels to raise legal or ethical issues or concerns, without limitation or fear of retaliation. This includes anonymous reporting. Conversely, if a supplier becomes aware of misconduct by Camcai Ltd, or the business of their supply partners, Camcai Ltd expects to be promptly notified by contacting james@camcai.co.uk, or if preferred by calling +447957 144089. Camcai Ltd encourages its employees to report issues of concern or non-compliance anonymously if they prefer.

Employment

We treat all employees fairly and use employment practices based on equal opportunity for all. We respect the interests of employees in privacy and treat employees with dignity and respect. We are committed to providing safe and healthy working conditions and an atmosphere of open communication for all our employees.

Statement

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 financial year ending 31st December 2020.

Signed:

James P Herraghty
Managing Director
Camcai Ltd
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Chester Business Park
Chester
CH4 9QR

Date: 01 January 2020