

Slavery and Human Trafficking Statement

Introduction from the Managing Director

Henson Franklyn is committed to improving our practices to driving out acts of modern day slavery and human trafficking from within its own business and from within its supply chains. The Company acknowledges responsibility for the Modern Slavery Act 2015 and will ensure transparency within the organisation and its supply chain as well as with suppliers of goods and services to the organisation.

Organisation's structure

We are a manufacturer who specialises in creating bespoke, custom exhibition stand design builds. We have over 40 employees and operate across the UK and Europe.

Our supply chains

Within the supply of materials there are relationships with external businesses for the sourcing of products, these, as well as the suppliers of services, make up the supply chains within Henson Franklyn.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery 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

As part of our initiative to identify and mitigate risk we will review our supplier approval processes to ensure that suppliers, as part of their contract, confirm to us that:

- They have taken steps to eradicate modern slavery within their business
- They hold their own suppliers to account over modern slavery
- They pay their employees at least the national minimum wage/national living wage (as appropriate)
- We may terminate the contract at any time should an instance of modern slavery come to light.

Imported materials/goods from sources from outside of the UK and EU (although rarely appropriate to our scope of operation), are potentially more at risk for slavery and human trafficking. The level of management control required for these sources will be continually monitored.

Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. We expect each of our suppliers to conduct their business practices as ourselves, these include:

- Not using slave labour, illegal child labour or forced labour
- Ensuring the overall terms of employment are voluntary
- Following all applicable laws pertaining to minimum age requirements, hours worked, wages, overtime and benefits.

The Henson Franklyn People & Checks

The steps we take within our own business to prevent modern slavery and human trafficking is as follows:

- HR and relevant managers carry out face to face checks on original 'right to work' documents before they start work
- We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain without fear of reprisals.

Further steps

We understand that we can never 'rest on our laurels' and that the fight against modern slavery and human trafficking is not static. We are committed to improving our processes and educating our workforce better over the coming years, with particular focus on:

- Staff awareness – The July 2018 edition of the HF Newsletter sent to all employees will have a section dedicated to raising awareness of modern slavery and human trafficking.
- Toolbox talks on the subject will also be rolled out and delivered throughout 2018.
- Reviewing on-site processes to identify the specific risks associated with modern slavery and on-site workers and where improvements can be made.



Tim Henson
Managing Director
Henson Franklyn Ltd
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