

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to all companies within and associated to The Walker Group (referred to in this statement as 'The Group'). The information included in the statement refers to the financial year 2018/19.

B) ORGANISATIONAL STRUCTURE

The organisation is controlled by a Board of Directors. The Walker Group forms 4 companies, Walker Modular Ltd, Douglas James Ltd, Nobleoak Ltd and POWWOW Ltd. The business is operated across 5 different sites, in Hull and Leeds.

Walker Modular operates out of Kingston upon Hull within the manufacturing sector, we employ over 200 staff and work within the United Kingdom. We have a data base of over 100 suppliers.

C) DEFINITIONS

The Group considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

The Walker Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Walker Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Walker Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Walker Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

E) SUPPLY CHAINS

In order to fulfil its activities, the Walker Group main supply chains include those related to the manufacture and supply of modular bathroom POD's in the United Kingdom.

F) POTENTIAL EXPOSURE

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Walker Modular has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

G) STEPS

The Walker Group carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Walker Group has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Walker Group has taken the following steps to ensure that modern slavery is not taking place:

Walker Modular operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes that an organisation has never been convicted of offenses relating to modern slavery and on-site audits which include a review of working conditions. Our Anti-Slavery Policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they 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

H) KEY PERFORMANCE INDICATORS

The Walker Group has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Walker Group or its supply chains.

Our Performance Indicators:-

- We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:
- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

I) POLICIES

The Walker Group has the following policies which further define its stance on modern a modern slavery policy; a corporate social responsibility policy.

J) SLAVERY COMPLIANCE OFFICER

The Walker Group has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Walker Group obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.



SIGNATURE: _____

A handwritten signature in black ink, appearing to read 'M Walker', written over a horizontal line.

CHAIRMAN

NAME: M WALKER

DATE: 7.11.18