

## Airflow Developments Anti-Slavery and Human Trafficking Statement

### Slavery and Human Trafficking Statement for the Financial Year started 1st January 2022

This statement is made on behalf of Airflow Developments Ltd pursuant to section 54 of the Modern Slavery Act 2015 ('the Act') and constitutes our slavery and human trafficking statement.

#### Organisation's Structure and Our Business

Airflow Developments Limited is a leader in the ventilation market within the UK. We operate in both the domestic and commercial ventilation markets. Our products start at entry-level extractor fans and go right through to large commercial heat recovery units. With a wealth of knowledge gained from over 60 years of experience, Airflow is widely regarded as a world leader in air movement and ventilation innovation. Airflow has earned its reputation as a world leader by continually providing innovative, quality products backed by in-built reliability and developed by experts in air movement who manufacture to the stringent requirements of ISO9001 and ISO14001.

#### Our Supply Chain

Our supply chain includes purchasing materials, sub-contract manufacturing, design consultants, environmental and other associated trades and services connected with manufacturing and ventilation.

#### Our Approach

As one of the UK's largest ventilation manufacturers, we work to the highest professional standards and comply with all laws, regulations and rules relevant to our business.

#### Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery, servitude and forced compulsory labour or human trafficking in our supply chains or any part of our business. Our Anti-Slavery Policy reflects our commitment to implementing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chains or any part of our business.

Our Senior Management help to ensure that our Anti-Slavery Policy is complied with and to manage concerns or breaches.

#### Due Diligence Process

As part of our initiative to identify and mitigate risk, we are developing systems to ensure our supply chain and those who work for us implement our policy.

- We will review our supply chain agreements when they are due for renewal to ensure compliance with our policy; and
- We will update our supply questionnaires to ensure slavery and human trafficking questions/concerns can be raised.

#### Supplier Adherence to our Values

We have zero tolerance for slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we require that our zero-tolerance approach is communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and that it is reinforced as appropriate thereafter. We may cease to engage with individuals and organisations working on our behalf if they do not comply with our approach.

#### Further Steps

We are currently reviewing our internal processes to understand what further steps can be taken to ensure that our obligations under the Act are met and that our Anti-Slavery Policy is effectively

implemented and complied with, to ensure that there is no slavery or human trafficking in any part of our business. Some of the specific measures we are considering include:

- Reviewing existing policies and procedures to ensure that our staff know how to, and are resourced to prevent or identify exploitation.
- Developing training for those involved in recruiting and supply chain management to raise awareness of slavery and human trafficking and its implications so that they are able to identify risk factors and report potential for non-compliance; and
- Reviewing our procurement processes to consider what, if any, adjustments might be made to further reduce the level of risk of slavery and human trafficking in our supply chain.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year starting 1st January 2022.

The statement was approved by the Managing Director and signed on behalf of the Board by Alan Siggins, Airflow Developments Ltd.

**Signed:**



**Date:** 4th January 2022

**Name:** Alan Siggins

**Position:** Managing Director