

## Modern Slavery Policy

Weber Industries is committed to combatting slavery and human trafficking in its business and supply chains, and we make this statement to assist with compliance with the Modern Slavery Act 2015. This statement relates to the financial year ending 31 October 2023. As our business has a turnover of less than £36 million, we do not have a legal obligation to produce a modern slavery statement. However:

1. We agree that exploitation within all supply chains ending in the UK is a blight on our society, and we are committed to playing our part in eliminating exploitation;
2. We understand that customers with obligations under the Modern Slavery Act 2015 cannot comply with those duties without our cooperation.

To that end, we confirm that we have examined our own business and, to the extent that it is reasonably practicable, businesses within our supply chain and we confirm the following:

1. We confirm that within our own business, no relevant offence relating to slavery or human tracking has been committed.
2. We have made enquiries of businesses that supply directly to us and we are confident that no relevant offence is committed in that business.
3. Insofar as it was reasonably practicable, we have examined our supply chains and confirm that we found no evidence of slavery or human trafficking.

Further details about our business and supply chain are provided below:

Weber Industries is a bespoke fabrication and design consultancy studio based in south-east London. Our business has one director, fifteen full-time employees (of which two are managers), two part-time employees (of which one is a manager) and a flexible team of project-specific fixed-term employees and freelance workers. All our workers are paid in excess of the London Living Wage.

Our team is based in our premises at Studio 11G, 90 Haymerle Road, SE15 6SB. We also occupy Studio 10G and Studio 7/8G in the same building on a long-term lease, and rent space in a neighbouring unit at 95 Haymerle Road for large-scale projects. Where necessary, some works are undertaken on-site at locations around London, the UK and, occasionally, in Europe and the rest of the world.

As we undertake bespoke works, our supply chain changes with each project. We source materials (timber, metal etc.) and contract services (laser cutting, powder coating, transportation etc.) from reputable UK-based suppliers wherever possible. Where works demand, we occasionally source materials and contract services from reputable suppliers based in Europe and the rest of the world. We understand that certain industry sectors and geographical regions entail greater risk of exploitation than others. We do not believe that our supply chain is in one of those sectors. Where it is



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reasonably practicable, we ensure that businesses in our supply chain have made a similar statement relating to slavery and human trafficking.

The person in our business responsible for assessing matters relating to slavery and human trafficking is Gavin Weber (Director). We also encourage all employees to report on any matters relating to slavery or human trafficking in our supply chains of which they become aware.



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