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# Modern Slavery Policy

1. Introduction
2. Policy statement
3. About our business
4. About our supply chain
5. Responsibilities
6. Monitoring and improvement

## Introduction

Weber Industries is committed to combatting slavery and human trafficking in its business and supply chains, and we make this policy statement to assist with compliance with the Modern Slavery Act 2015. This statement relates to the financial year ending 31 October 2024.

## Policy statement

As our business has a turnover of less than £36 million, we do not have a legal obligation to produce a modern slavery policy. However:

- 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;
- 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:

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

## About our business

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), one part-time employee (a



Bespoke fabrication &  
design consultancy studio

Studio 11G  
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London SE15 6SB

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Company No. 8277014

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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 we 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.

### About our supply chain

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.

Where it is reasonably practicable, we ensure that businesses in our supply chain have made a similar statement relating to slavery and human trafficking. Further details on how we manage our supply chain can be found in our Procurement Policy and Corporate Social Responsibility Policy.

### Responsibilities

The person in our business responsible for assessing matters relating to slavery and human trafficking is CGM 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.

### Monitoring and improvement

We will continually improve and monitor our performance with respect to the Modern Slavery Act 2015.

This policy will be reviewed on an annual basis by management to assess our achievements and identify areas for improvement. A Policy Report will be communicated to the team for feedback, before the updated policy is published.

Our policies are verified annually as part of our SafeContractor SSIP accreditation—demonstrating best practice with respect to sustainability and health and safety.



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**CGM Weber**  
Director, Weber Industries

Policy Date: September 2024  
Review Date: July 2025



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