



Modern Slavery and Human Trafficking Statement for F. Ball and Co. Ltd For Financial Year 1st January 2022 to 31st December 2022

Overview

This statement is made on behalf of F. Ball and Co. Ltd pursuant to Section 54(1) of the Modern Slavery Act 2015

This 2022 statement builds upon the Statement from 2021 and outlines the steps that we have taken to identify and prevent slavery and human trafficking in our operations and our supply chain. We understand our responsibilities and are committed to continual improvement

Structure

F. Ball and Co. Ltd is the UK's leading manufacturer of flooring adhesives and floor preparation products for the contract flooring industry.

Established in 1886, the company's market leading products are tried and trusted across the flooring industry where F. Ball and Co. Ltd adhesives, smoothing underlayments and ancillary floor preparation products offer proven reliability for applications in many various sectors including commercial, retail, education, healthcare and leisure.

Serving the flooring industry worldwide has become an increasingly important part of F. Ball and Co. Ltd business and the company currently distributes products through an international network of specialist agents and distributors.

Supply Chain

We believe that the collation and hence, commitment of our supplier's own slavery and human trafficking statements, does allow us to understand the impact and risks that may exist within our supply chain and comply with the act.

We have a direct working relationship with our suppliers from the UK, EU and internationally.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We act ethically and with integrity in all of our business relationships and are committed to implementing effective systems and controls to ensure that human trafficking and slavery is not occurring within our business or supply chain. We will take action to fully investigate any issues and take appropriate action to enforce our policy.

Our supplier procedures ensure that ethics surveys and due diligence audits take place upon selection and before approval. These are also completed periodically to ensure continued compliance.

Due Diligence and Risk Assessment

As part of F. Ball and Co. Ltd induction process and throughout the course of workers' employment with us, we actively encourage all employees to treat others with respect and courtesy, as well as ensuring they adhere to all applicable laws, regulations and expected Company standards and codes of conduct.

We focus on ensuring our directorial and management team is not only aware of the requirements of the Modern Slavery Act but can also address concerns raised by their team or any suppliers.

F. Ball and Co. Ltd believes in equal opportunities and we offer a working environment which is free from any harassment and unlawful discrimination. Our pay is well about National Minimum Wage and National Living Wage rates and our working practices are in accordance with the Equality Act 2010 and all applicable employment legislation.

The company also has a policy for whistleblowing which provides a procedure for employees to escalate any issues and breaches. This policy is published within the Employee Handbook which is openly available on our company IT system as well as issued upon induction into the company or to all employees following any major changes.

Our policies and procedures ensure that the business effectively identifies inappropriate employment practice, identifies potential risk and takes appropriate action to assess this risk, protect whistleblowers and investigate any reports of slavery or human trafficking.

We do not engage in human trafficking or modern slavery and have a zero-tolerance approach to the same in our supply chain.



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Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, training is ongoing to ensure compliance, with emphasis on the following topics:

- How to assess the risk of slavery and human trafficking
- How to identify signs of slavery and human trafficking
- What initial steps should be taken if slavery or human trafficking is suspected
- How to escape potential slavery or human trafficking issues
- What steps the organisation should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios

A handwritten signature in black ink, appearing to read "M. Hughes". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Mark Hughes
Managing Director
F. Ball and Co. Ltd