

# MODERN SLAVERY STATEMENT

2019/20

This statement has been produced to comply with the Modern Slavery Act 2015. It provides details of the steps taken by MGF Ltd, group and associated companies (MGF) during the year ending 30th June 2020 to prevent modern slavery and human trafficking in its business and supply chains.

## INTRODUCTION

Modern Slavery is a growing global issue with the International Labour Organisation providing the first Global consolidated figure which estimates 40.3 million people in modern slavery globally, and of these, 24.9 million people are in forced labour which includes 16 million in the private sector including construction, manufacturing, mining, utilities, agriculture, forestry, fishing and domestic work. Due to the increasingly global nature and complexity of supply chains, no industry or sector can be considered immune from the risks of modern slavery.

This is MGF's third published Modern Slavery Statement and as previously reported, we are able to provide full assurance that there is no modern slavery in our own business. In this reporting period we have continued to make progress with our supply chain but acknowledge that we have more work to do.

MGF is founded on strong values: our commitment to operating our business in a responsible and sustainable manner is embodied in MGF's Making Great Futures and Respect Groundrules which set-out our relationships with our people, our customers, the environment and the communities in which we operate. This commitment extends to playing our part in eradicating modern slavery and we believe that this will be achieved through a progressive and consistent approach to provision of transparency in our own business and most importantly in our supply chains where we are potentially exposed to the greatest risk.

This statement was approved by the Board of Directors of MGF Ltd.

Gerald Nowicki

A handwritten signature in black ink, appearing to read 'G. Nowicki'.

Director, MGF Ltd  
21/12/2020

### KEY FOCUS AREAS 2019/20

- Broaden awareness of the risks of Modern Slavery through provision of training to a wider group of staff within our business.
- Update analysis of our supply chain spend to allow effective engagement, building of capacity, provision of transparency and assurance in respect of Modern Slavery.
- Refine our forward programme for engagement and building capacity in our supply chains.

# OUR BUSINESS



**SPECIALIST SUPPLIER OF EXCAVATION SAFETY EQUIPMENT TO THE UK CONSTRUCTION INDUSTRY**



MGF is a wholly UK based specialist supplier of excavation shoring, safety and piling equipment to the UK Construction Industry through hire and sale. We manufacture our own range of steel shoring equipment and operate our own transport fleet. MGF Design Services Ltd provide a comprehensive temporary works design service in support of the hire and sale of our products. All staff are directly employed and we do not use agency or temporary workers in any of our operations. Our highly skilled HR Team ensure that MGF are fully compliant with all UK Employment Law including a rigorous approach to Right to Work checks. Accordingly, within our own business we have full confidence that there is no modern slavery.



**MGF LTD**

**Holding Company** - Holds shares in subsidiaries, investment shares and treasury funds

**MGF Property**  
Property company holding MGF's business premises

**MGF (Trench Construction Systems) Ltd**  
Trading company holding all hire fleet and stock for sales

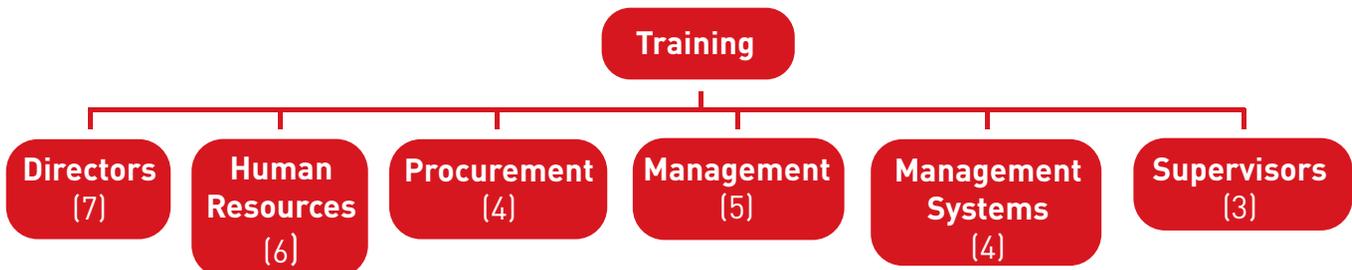
**MGF Design Services Ltd**  
Design company providing all technical advice and design services

# GOVERNANCE

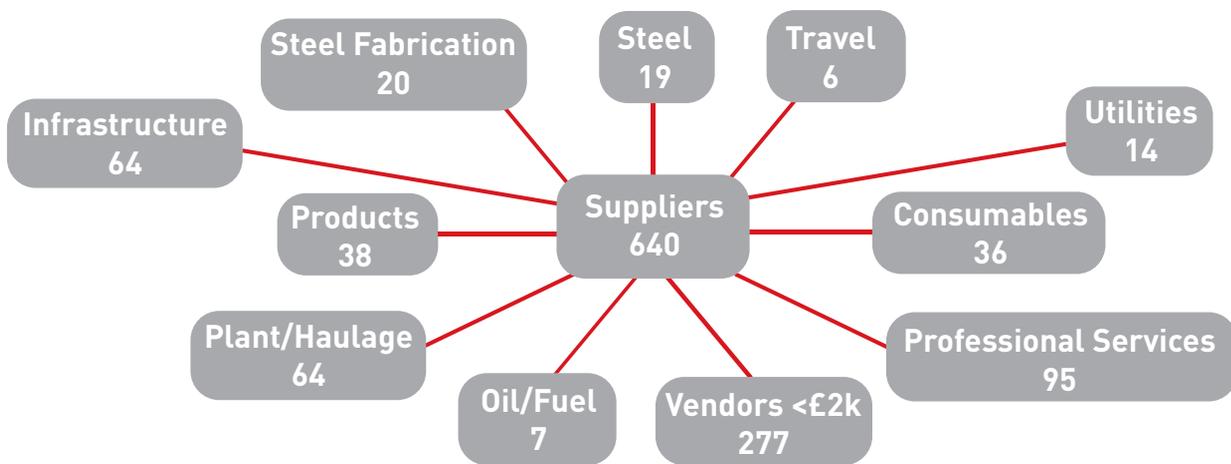
MGF Ltd as the parent holding company has the ultimate responsibility for the corporate governance of the MGF group of companies. The Directors of MGF Ltd have approved this Modern Slavery Statement. Furthermore, two of the Directors of MGF Ltd are also Directors of MGF Property Ltd, MGF (Trench Construction Systems) Ltd and MGF Design Services Ltd. As such there is a clear line of accountability and responsibility from MGF Ltd to subsidiary companies. MGF (Trench Construction Systems) Ltd perform all HR, SHEQ and Procurement functions for MGF group and, accordingly, are charged with effecting a robust approach to tackling Modern Slavery in MGF. A working group, reporting to the Board of Directors, led by the HR Director and comprising HR, Procurement and Quality Managers has been created to formulate plans and undertake due diligence in MGF's supply chains.

# TRAINING

Raising awareness and building capacity in our business and supply chains is an important part of our strategy for developing a robust approach for tackling modern slavery. Further upskilling of key staff has been undertaken in the period utilising resources available through the construction industry's Supply Chain Sustainability School and iHASCO e-learning platform.



# OUR SUPPLY CHAINS



In the reporting period MGF traded with 640 suppliers.

As in the previous reporting period [2018/19], by far the largest proportion of spend by value was from 19 companies supplying steel sections and piles for in-house manufacture, hire and sale. In respect of steel supply MGF adopt a policy of only buying from European mills, this policy also extending to steel supply from stockholders and fabricators.

In-house manufacture was supported through use of 20 local steel fabricators.

Infrastructure including capital investment, property maintenance and rentals involved service from 64 suppliers.

Haulage, vehicle repair and maintenance together with oil and fuel involved a total of 71 suppliers.

95 suppliers were categorised as Professional Services and included legal and financial services, insurance, subscriptions and training services.

Utilities including electricity, gas and telecoms accounted for 14 suppliers.

Manufactured (proprietary) products were obtained from 20 suppliers.

Some 277 suppliers with purchase values of less than £2k were used in the period. In the main these were one-off purchases from local suppliers to meet short-term business needs.

# POLICIES IN RELATION TO MODERN SLAVERY

MGF recognise that modern slavery sits within a broad human rights agenda as embodied in a number of important declarations, standards and codes. Through review of the sources of reference and guidance, and indeed the approaches adopted by leading companies, we have reviewed our existing policy framework to ensure that we are able to bring an effective response to our obligations in respect to modern slavery.

- The UN Universal Declaration of Human Rights.
- The international Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work.
- The UN Guiding Principles on Business and Human Rights.
- Modern Slavery Act 2015.
- UK Government Home Office – Transparency in Supply Chains etc. A Practical Guide.
- Walk Free Foundation, Global Slavery Index. [globalslaveryindex.org/](https://www.globallslaveryindex.org/)
- Walk Free Foundation, Tackling Modern Slavery in Supply Chains.
- Stronger Together, Tackling Modern Slavery in Supply Chains. [stronger2gether.com](https://www.stronger2gether.com)
- **CORE Coalition, Practical Guides.** [corporate-responsibility.org/publications/practical-guides/](https://www.corporate-responsibility.org/publications/practical-guides/)
- Supply Chain Sustainability School, Modern Slavery Resources. [supplychainschool.co.uk](https://www.supplychainschool.co.uk)
- Modern Slavery Registry. [modernslaveryregistry.org/](https://www.modernslaveryregistry.org/)
- TISC Report. [tiscreport.org/](https://www.tiscreport.org/)
- Ethical Trading Initiative Base Code Guidance: Modern Slavery
- RESPECT International Resource Centre.

## MGF POLICIES AND DOCUMENTS RELEVANT TO MODERN SLAVERY

MGF Making Great Futures, together with MGF RESPECT Groundrules and Staff Handbook set-out our relationships with our People, our Customers, the Environment and the Communities in which we operate. Furthermore, through the effective implementation of our existing policies and practices, particularly in the area of Human Resources, we are able to provide full assurance that there is no modern slavery in our business.

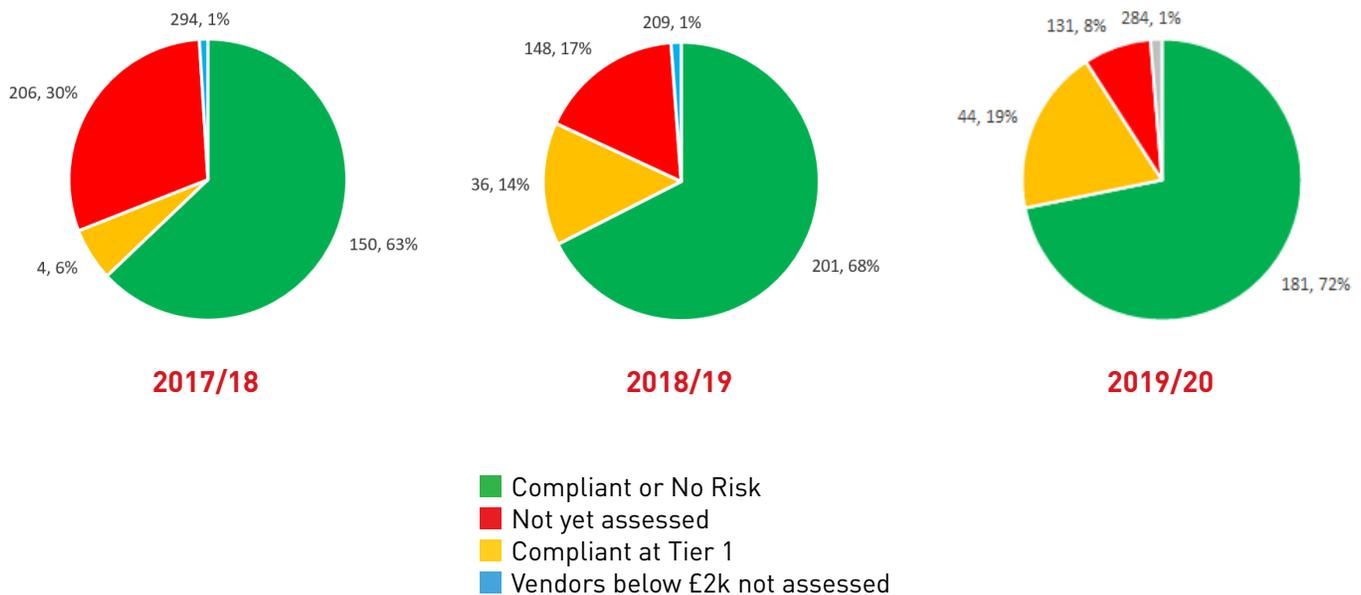
Notwithstanding this, we acknowledge that we have some way to go to provide full transparency and build capacity in our supply chains to provide assurance that there is no risk of modern slavery.

MGF's Modern Slavery Statement for reporting period (2017/18) had been assessed by TISC report as A1 placing MGF in the top 9.3% of companies for Section 54 for meeting the minimum requirements.

- MGF Making Great Futures
- MGF Staff Handbook
- MGF RESPECT Groundrules
- Anti- Bribery
- Whistle Blowing
- Competition Law Compliance Policy
- Equality and Diversity
- Right to Work in UK
- Modern Slavery Policy Statement
- Sustainable Procurement Policy
- Selection and Approval of Suppliers
- Supplier Approval Questionnaire
- Sustainability Policy
- Bullying and Harassment Policy
- Modern Slavery Act Supplier Questionnaire

# RISK ASSESSMENT IN OUR SUPPLY CHAINS

Our primary effort in the reporting period has been to increase the level of engagement with our supply chains with the aim of improving transparency and increasing the proportion of suppliers deemed as Compliant or No Risk and compliant at Tier 1 level.



In the reporting period 2019/20, 201 suppliers amounting to 72% of total spend have been assessed as either compliant to the Modern Slavery Act, or, at no risk of modern slavery. This represents an increase of 4% of total spend compared to 2018/19 reporting period.

Compliant suppliers tend to be large and often multi-national companies who have adopted a satisfactory approach and who publish their own Modern Slavery Statements on the Modern Slavery Registry. It should also be noted that MGF have no leverage over these large companies. Suppliers assessed as at no risk of modern slavery include, for example, professional services and property rental.

44 suppliers amounting to 19% of total spend have been assessed by MGF as compliant at Tier 1 but where more work is required to provide assurance further down the supply chain. This represents an increase of 5% of total spend compared to 2018/19 reporting period.

131 suppliers amounting to 8% of total spend have yet to be assessed or following initial assessment have work to do to demonstrate compliance at Tier 1 level.

284 suppliers with spend of less than £2k per annum have yet to be assessed, but these smaller suppliers amount to only 1% of total spend.

## PLANS FOR 2020/21

Whilst MGF have been able to achieve a reasonable level of progress with our supply chains, there remains some way to go to provide the full assurance that there is no risk of modern slavery. Accordingly, the main activity for 2020/21 will again centre on engagement with our supply chains and capacity building activity.