

## Modern Slavery Statement

### Introduction

Galaxy Insulation is committed to understanding modern slavery risks and to ensure that there is no modern slavery in our own business or in our supply chains.

We recognise that we have a responsibility to take a robust approach to slavery and human trafficking and we take a zero tolerance approach to non-compliance of the Modern Slavery Act 2015 in any part of our own business or within our supply chains.

### Our Business

We are an independent Company registered as Galaxy Insulation & Dry Lining Limited (Registered Number 06972541). Our Head Office is in Sheffield and we currently have 14 operational sites across the UK with a new branch opening in January 2021.

We partner with several leading insulation and dry lining manufacturers providing a wide range of quality materials to our customers within the building and construction industries.

We currently have around 350 employees with an annual turnover of £149m per year.

### Supply Chain Management

We have in excess of 900 suppliers supporting our business predominantly in the UK. We procure minimal goods from one supplier who is outside of the EU.

We recognise that goods sourced from outside of the EU potentially are a higher risk area and will focus our attention particularly to this source.

### Relevant Policies

The Company operates a number of policies that mitigate the risk of modern slavery and human trafficking. There are processes in place where any issues or concerns regarding modern slavery or human trafficking can be raised confidentially and protection is given to any "whistleblowers".

Relevant policy and procedures are as follows, some of which are under review:

- Supplier Code of Conduct
- Whistleblowing
- Right to Work in the UK checking procedures
- Corporate Social Responsibility
- Grievance
- Equal Opportunity

We have recently reviewed our policies to ensure that there are procedures in place to eliminate the risk of modern slavery and human trafficking. We ensure that we have a rigid right to work in the UK checking process and no employee is allowed to commence employment without the appropriate and relevant documentation.

### Our People

We recognise that the risk of modern slavery and human trafficking is less in our own business than in our supply chain.

We also ensure that when we have new recruits that their bank account details match the employees name and that they provide a legitimate and recognised national insurance number. If there are any discrepancies identified the matter is elevated to the HR Manager for evaluation.

We have introduced a specific Modern Slavery Policy to support our internal processes.

### **Our Progress**

As a growing business we understand the risks relating to modern slavery and human trafficking and are committed to developing processes within our businesses to mitigate the risk of modern slavery and human trafficking from occurring in our supply chains wherever possible.

We are committed to developing our processes and policies and our current plans include:

- The development of a register of approved suppliers with a view to identifying any high risk areas.
- We are looking to introduce a Supplier Code of Conduct document which will set out the standards we wish our suppliers to meet.
- We are developing a supplier pre-qualification questionnaire to adopt a robust set of questions to understand the approach taken by our suppliers, giving an opportunity to understand the approach our suppliers take to Modern Slavery and Human Trafficking.
- We intend to raise manager and employee awareness of Modern Slavery and Human Trafficking within our own business by the use of E.Learning.

We recognise that we can make some initial improvements in our processes but also recognise that there is much more that we can do. We are committed to give this more focus within our business. We further recognise that we can make improvements to our processes to identify and mitigate the risks of modern slavery and human trafficking in relation to transparency in our supply chain and are committed to continue to review our practices.

The Directors and senior management teams will work together to further the commitment to eliminate modern slavery and human trafficking which will help to ensure that human rights are being respected across our workforce and supply chains.

Signature:

A handwritten signature in blue ink, appearing to read "Tracy Shepherd", is written over a light blue horizontal line.

**Tracy Shepherd**

**Managing Director of Galaxy Insulation & Dry Lining Limited**

January 2024