

Slavery and Human Trafficking Policy

Date: 18th July 2025

Review Date: Annual from 1st January.

1. Policy Statement

AOne Tools & Fixings Ltd is committed to ensuring that slavery, servitude, forced or compulsory labour, and human trafficking (collectively referred to as modern slavery) have no place in our business operations or supply chains. We take a zero-tolerance approach and are fully committed to acting ethically and with integrity in all our business relationships.

2. Our Business

AOne Tools & Fixings Ltd supplies a wide range of tools, fasteners, and fixings to the construction and engineering sectors across the UK. We are committed to maintaining high standards of ethical conduct throughout our business practices.

3. Our Supply Chains

Our supply chains include manufacturers, distributors, and logistics partners both in the UK and overseas. We recognise that certain regions or sectors may carry higher risks of modern slavery and take appropriate steps to assess and monitor these risks.

4. Risk Assessment and Due Diligence

To mitigate the risks of modern slavery within our supply chains, we:

- Require suppliers to confirm adherence to the Modern Slavery Act 2015.
- Reserve the right to audit or request third-party audits of suppliers when risks are identified.

5. Employee Awareness and Training

We ensure that relevant employees are made aware of the risks of modern slavery through:

- Internal communication and awareness campaigns.

6. Reporting Concerns

We encourage all employees, suppliers, and contractors to report any concerns about modern slavery or unethical conduct. Reports can be made confidentially to:

- Managing Director, shaun@aonetools.co.uk

- **7. Responsibility for the Policy**

- The Managing Director has overall responsibility for ensuring this policy complies with our legal obligations.
- Department heads and line managers are responsible for ensuring employees understand and comply with this policy.

8. Monitoring and Review

This policy will be reviewed annually and updated as necessary to reflect changes in law, risks, or our business activities.

Signed:



Shaun Bairstow
Managing Director

AOne Tools & Fixings Ltd

Date: 18/07/2025