

## MODERN SLAVERY STATEMENT - 2018

This statement is made pursuant to s54 of the Modern Slavery Act 2015 and sets out the steps that H RIPLEY & CO LTD, RIPLEY AUTOSPARES LTD and C GEARING & SON has taken, and is continuing to take, to make sure that modern slavery or human trafficking is not taking place within our business or supply chain during the year ending 31 March 2018.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. H RIPLEY & CO LTD, RIPLEY AUTOSPARES LTD and C GEARING & SON has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### ABOUT THE ORGANISATION

H RIPLEY & CO LTD, RIPLEY AUTOSPARES LTD and C GEARING & SON is one of the UK's leading scrap metal processors and exporters. A highly respected fourth-generation family business, which now has five UK sites located at Hailsham, Hastings and Newhaven in East Sussex as well as Ashford in Kent.

H. Ripley & Co is also a successful supplier and exporter of high quality processed ferrous and non-ferrous metals to steelworks and refineries worldwide. We provide bespoke services that are tailored to meet the individual metal recycling needs of our UK and international customers.

Our activities cover every aspect of the Scrap Metal, Waste Handling and Metal Recycling field. They include:

- Lead Acid Battery recycling
- WEEE (B2B and B2C)
- Aluminium shredding
- End of Life (ELV) Vehicle depollution
- ELV Certificate of Destruction Authorised
- Treatment Facility (ATF)
- Skip hire (including Roll on off and secure containers)
- Bulk collection

Through Ripley Auto Spares Limited the Company also salvages and dismantles vehicles for garages, local authorities, insurance companies and members of the public, as well as providing quality parts.

### OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

H RIPLEY & CO LTD, RIPLEY AUTOSPARES LTD and C GEARING & SON is aware of our responsibilities towards our service users, employees and the local community and expect all of our suppliers to adhere to the same ethical principles. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our internal policies replicate our commitment to acting ethically and with integrity in all our business relationships.

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment Policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all directly employed staff, and agencies on approved frameworks are audited to provide assurance that pre-employment clearance has been obtained for agency staff, to safeguard against human trafficking or individuals being forced to work against their will

2. Equal Opportunities. We have a range of controls to protect staff from poor treatment and/or exploitation, which comply with all respective laws and regulations. These include provision of fair pay rates, fair terms and conditions of employment, and access to training and development opportunities

#### TRAINING

Advice and training about modern slavery and human trafficking is available to staff and we are always looking at ways to continuously increase awareness within our organisation, and to ensure a high level of understanding of the risks involved with modern slavery and human trafficking in our supply chains and in our business.

#### OUR PERFORMANCE INDICATORS

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from our staff, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Name

Signed by: Simon Ripley (Director)

A handwritten signature in black ink, appearing to be 'SR', written over a faint, illegible printed name.

Date: 12/11/2018