

# MODERN SLAVERY STATEMENT

## Introduction from the Board

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Michelmersh is committed to ensuring best practices to combat slavery and human trafficking.

*This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Michelmersh's slavery and human trafficking statement for the financial year ending December 2025.*

## Organisational structure

Michelmersh Brick Holdings PLC Group owns six market-leading premium brands, Blockleys, Carlton, FabSpeed, Floren.be, Freshfield Lane and Michelmersh. These divisions operate within a fully integrated business, combining the production of premium, precision-made bricks, pavers, special shaped bricks, and prefabricated brick components.

The Group operates in the construction sector with a financial year running from January to December.

Michelmersh employ circa 450 staff and have an annual turnover of approximately £70 million.

## Our supply chains

We recognise that risks of labour abuse could occur in second and third-tier suppliers in certain industries. Our supply chain includes professional services providers, raw material suppliers, engineering & electrical suppliers, energy suppliers and haulage suppliers. All our raw material supplies are assessed and independently certified under the BES6001 Responsible Sourcing Standard. Over 90% of the Groups raw materials are sourced within 2.5km of our brick manufacturing plants.

## Our policy on slavery and human trafficking

Michelmersh are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have put in place a designated Anti-Slavery Policy.

Our Anti-Slavery Policy (see weblink below) demonstrates our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

<https://www.mbhplc.co.uk/corporate-responsibility>

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## **Due diligence processes for slavery and human trafficking**

We have in place systems and policies to protect whistle blowers and provide a dedicated confidential online system for employees to report any incidents they may of concern. By the end of 2025, existing material suppliers and all new suppliers will be required to sign up to our Michelmersh Supplier Charter, ensuring alignment with our quality standards and ESG commitments.

## **Non-compliance**

If we find a supplier is non-compliant with our policies or code of conduct, or provides inadequate information, we will work with them to improve their performance. In cases of material or persistent non-compliance, we may consider terminating the business relationship as soon as possible.

## **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide a platform of learning resources through our partnership with the Supply Chain Sustainability School. We will also require our business partners to provide training to their staff, suppliers and providers.

## **Safe and Ethical Recruitment Processes**

We maintain robust recruitment policies designed to ensure that all individuals are recruited ethically, voluntarily, and without coercion. Our processes prohibit any form of forced, bonded, or child labour. We conduct rigorous right-to-work checks on all candidates to ensure legal employment status and prevent identity-related exploitation.

From day one all employees receive clear, written terms and conditions of employment during onboarding. These documents outline pay, working hours, and rights, ensuring transparency and preventing deceptive recruitment.

## **Our progress**

During 2025 all senior managers attended online training on Modern Slavery and the importance of being aware and recognising the potential signs of modern slavery.

An enhanced and robust induction programme was introduced across the Group, to ensure all hiring managers were adhering to the same process and all relevant checks required were being carried out.

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## Our policy in combating slavery and human trafficking

We will track and report in future statements on:

- Ensuring additional training is rolled out to all supervisors and advanced training to be delivered to managers (who have already attended training)
- Continuing to act on any non-compliance with regards to our Michelmersh Supplier Charter



Ryan Mahoney CEO

Approved by the Board of Directors on the 30<sup>th</sup> January 2026