



Modern Slavery Policy

1 Introduction

The purpose of this policy is to clarify Arrow Industrial Group Limited's (AIGL) position with regards to Modern Slavery and how it applies to our workforce and supply chain.

The Modern Slavery Act 2015 is aimed at protecting victims of slavery and human trafficking. All major companies and partnerships that supply goods or services in the UK (wherever they are incorporated) with an annual turnover of more than £36 million (Including the turnover of any subsidiaries) are required to make an annual slavery and human trafficking statement.

AIGL are committed to eliminating acts of modern-day slavery and human trafficking within our business and from within our supply chains. AIGL's annual turnover is under £36 million and although we are not legally obliged to report on Modern Slavery, this policy is made in accordance with section 54 (1) of the Modern Slavery Act 2015.

2 Organisational Structure

AIGL are a manufacturer and supplier of industrial doors including the provision of services including service, repair and maintenance.

AIGL are an independent company operating solely within the UK with a headcount of approx. 120 workers.

Our business comprises of Regional Business Centres located around the UK. Manufacturing and assembling of some door units are undertaken in our facilities based in Huddersfield and Hull with small teams of ten or less. Our teams are either office based support roles, or field based engineer teams visiting customer premises.

3 Policy on Modern Slavery

AIGL are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. AIGL have assessed the business to be "low risk" with regards to slavery and human trafficking.

However, AIGL foster a culture that encourages the identification and reporting of any such risks within our business. We recruit all our employees either directly or through recruitment agencies who carry the necessary training and membership for UK modern slavery legislation. We do not recruit from outside of the UK.

We have a whistleblowing policy in place and as part of our efforts to identify and mitigate risks within our supply chain, we are introducing systems to identify, assess and monitor potential risk areas.

AIGL management teams carry out regular training on identifying Modern Slavery and bonded labour. Employee information is assessed on an annual basis (and at point of recruitment or requests to change personal details) to identify concerns with homes of multiple occupancy, shared contact information and we do not permit shared bank accounts. All new joiners are required to personally provide evidence of their right to work and all workers are expected to speak and understand English to a standard to be able to complete identity checks.

All AIGL colleagues are provided with access to an Employee Assistance Programme which includes legal, health and social support including access to a GP 24 hours a day. All our colleagues receive company funded access to a healthcare cashback programme allows employees to reclaim the costs of everyday health services such as dental, optical and physio to ensure our teams are healthy and able to manage their own wellbeing.

AIGL have a grievance policy which allows employees to raise any concerns about their working conditions or their colleagues directly to their line manager, and if necessary this will be escalated.



Modern Slavery Policy

We have a zero tolerance to slavery and human trafficking. This policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

Approved By:

Amanda Rodney, Head of HR

Date 15/07/2025