

FORTERRA PLC - MODERN SLAVERY ACT STATEMENT

INTRODUCTION

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the “**Act**”) and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2024.

To comply with the Act, this Statement is published on our website(s); www.forterra.co.uk and www.cradleystore.co.uk and will be reviewed, updated, and published annually.

We are proud of the steps we have taken to combat slavery and human trafficking and are committed to improving our practices.

ORGANISATION’S STRUCTURE

We are a leading producer of manufactured masonry products namely, clay bricks, aircrete blocks, aggregate blocks and bespoke concrete and clay products for the construction sector. We own Forterra Building Products Limited together with its subsidiary undertakings (the “**Group**”). The Group has its head office located in Northampton and we have c1600 employees at 16 facilities throughout the UK with an annual turnover of c£350m.

OUR BUSINESS

Our business performance is reported in two distinct business units:

1. Brick and Block; and
2. Bespoke Products.

OUR SUPPLY CHAINS

Our supply chains include:

1. Utilities;
2. Fuels;
3. Expanded Polystyrene;
4. Cement;
5. Aggregates;
6. Steel; and
7. Pulverised Fuel Ash.

The vast majority of Forterra’s suppliers (and their supply chain) are based in the UK and as a result those products and materials are largely sourced from the UK alone. Forterra also uses suppliers both inside and outside the EU and as such recognises that some countries in its supply chain may present an increased risk of modern slavery.

In response to any risks faced by supplies sourced from the UK, as well as in the context of the risks arising from other countries, Forterra has in place various policies and procedures to tackle modern slavery in its supply chain as further set out in this Statement.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

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 Anti-Slavery and Human Trafficking Policy (the “**Policy**”) reflects 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.

Forterra’s standard conditions of purchase require suppliers, and relevant third parties, to comply with the Act, and our suppliers Code of Practice also includes specific provisions in relation to compliance with the Act.

In addition, Forterra has its own Code of Business Conduct whereby Forterra and its employees are committed to comply with all applicable laws and regulations.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

To date we have 1124 suppliers registered on our platform, 191 of which have a turnover higher than £36m and have complied with our requirement to supply a copy of their own MSA statement in accordance with the Act. A further 816 suppliers are compliant regarding their understanding and commitment to the Act and those remaining suppliers are currently undergoing assessment.

OUR VALUES AND ETHICS

We understand our responsibility to help eliminate slavery and human trafficking and ensure both human and labour rights, both in our business and wider supply chain. Our Board values and appreciates the contribution made by all employees at every level and is committed to protecting and respecting human rights. Each employee is treated fairly and equally, and the Group has measures in place to ensure that the workplace is free from discrimination. Throughout the Group there is a zero-tolerance approach to any form of harassment or bullying, forced or involuntary labour, and child labour in any form and we have in place comprehensive whistleblowing policies and an anonymous hotline (MySafeWorkplace) for reporting any areas of concern. To date no incidents have been reported that are in contravention of the Act and or our Policy.

The Board is invested in the development of employees and has put in place measures to protect both their physical and mental wellbeing which includes an Employee Assistance Program which provides confidential support on a range of topics. We are proud to be an accredited member of the Living Wage Foundation, with a firm belief that a hard day's work deserves a fair day's pay. Our commitment to pay the real living wage to all employees is unwavering and being a recognised Living Wage employer, will help us attract and retain employees.

In addition, all our products are certified to BES 6001 Responsible Sourcing of Construction Products which further demonstrates our commitment to ethical standards.

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 training to our staff which forms part of the induction process for all new joiners.



Neil Ash
Chief Executive
Forterra plc
Date: 16/1/2025