

2019 Modern Slavery Act and Human Trafficking Statement for F. Ball and Co Ltd.

Overview.

This statement is made in accordance with the Modern Slavery Act 2015

About us

F. Ball and Co. Ltd. is the UK's leading manufacturer of flooring adhesives and floor preparation products for the contract flooring industry.

Established in 1886, the company's market leading products are tried and trusted across the flooring industry where F. Ball and Co. Ltd. adhesives, smoothing underlayments and ancillary floor preparation products offer proven reliability for applications in many various sectors including commercial, retail, education, healthcare and leisure.

Serving the flooring industry worldwide has become an increasingly important part of F. Ball and Co. Ltd. business and the company currently distributes products through an international network of specialist agents and distributors.

Supply Chain

We believe that the collation and hence commitment of our supplier's own slavery and human trafficking statements does allow us to understand the impact and risks that may exist within our supply chain and comply with the Act.

Our top ten suppliers all have the required statement in accordance with the Modern Slavery Act demonstrating their responsibilities and compliance.

Due diligence

As part of F. Ball and Co. Ltd. induction process and throughout the course of workers' employment with us, we actively encourage all employees to treat others with respect and courtesy, as well as ensuring they adhere to all applicable laws, regulations and expected Company standards and codes of conduct.

We focus on ensuring our directorial and management team is not only aware of the requirements of the modern slavery act but can also address concerns raised by their team or any suppliers.

F. Ball and Co. Ltd. believes in equal opportunities and we offer a working environment which is free from any harassment and unlawful discrimination. Our pay is well above the National Minimum Wage and National Living Wage rates and our working practices are in accordance with the Equality Act 2010 and all applicable employment legislation.

We do not engage in forced or involuntary labour and have a zero-tolerance approach to the same in our supply chain

Training.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, training is ongoing to ensure compliance with emphasis on the following topics:

How to assess the risk of slavery and human trafficking and how to identify the signs of slavery and human trafficking. What initial steps should be taken if slavery or human trafficking is suspected and how to escalate potential slavery or human trafficking issues. What steps the organisation should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios.



Mark Hughes

Managing Director – F. Ball & Co. Ltd.