

Modern Slavery Statement 2025

This statement is made pursuant to section 54 of the Modern Slavery Act 2015.

Introduction

As a leader in the construction and manufacturing industry, CA Group recognises that it has a responsibility to take a robust approach to slavery and human trafficking. CA Group is committed to ensuring that there is no slavery or human trafficking in any part of our business. Our people are always expected to act ethically and with respect and integrity, and to raise concerns should any issues arise. Our management team are expected to act resolutely to ensure compliance with this policy. Modern slavery is a crime and a violation of fundamental human rights. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We expect the same high standards from all our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect that our suppliers will hold their own suppliers to the same high standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third party representatives and business partners.

Our Business

Founded in 1983, CA Group are one of the UK's leading metal roofing and cladding systems manufacturers and contractors for the industrial, commercial and public sectors, and refurbishment markets.

Our Supply Chain

CA Group is committed to maintaining and improving systems and processes to prevent human rights violations relating to our supply chain.

As part of our contract with labour-only sub-contractors and other suppliers, we require that they confirm to us that:

- They have taken steps to eradicate modern slavery within their business;

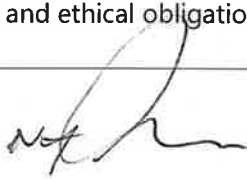
- They hold their own suppliers to account over modern slavery;
- They pay their employees at least the national minimum wage/national living wage as currently legislated;
- Treat workers with dignity and respect.

We may terminate the contract with a supplier at any time should any instances of modern slavery become known.

Responsibility for the Policy

The Board of Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations and that all those under our control comply with it.

Signed:

A handwritten signature in black ink, appearing to be 'M. H.', written over a horizontal line.