



Modern Slavery Statement 2024

At LUR, we are passionate about being a responsible business that treats its customers, employees and suppliers with dignity and respect. We do not tolerate slavery and human trafficking and outlined below is our commitment to ensuring they have no place in our business.

We employ over 300 people across two UK sites – Doncaster and Manchester and we have a supply chain of over 200 suppliers, operating mainly in the UK delivering a wide variety of goods and services. Our purchasing team primarily manage our relationships with these suppliers.

To mitigate the risk of slavery and human trafficking in our supply chain, in the past year we have designed and issued an Ethics Questionnaire to all new supplies, and our aspiration is to extend this to all existing suppliers.

We have also conducted an internal risk assessment of our Tier 1 suppliers that manufacture goods and/or provide services in countries and /or sectors where instances of modern slavery and human trafficking are more common to identify potentially higher risk suppliers.

As part of the company's mission to assess and address modern slavery and human trafficking risks, we will undertake the following further activities in the coming year: -

- Continue to assess and monitor our Tier 1 suppliers that manufacture goods and/or provide services in countries and/or sectors where instances of modern slavery and human trafficking are more common.
- We will meet with suppliers who may be identified as high-risk to understand more about their businesses, supply chains and the steps they are taking to reduce any identified risks. Specific action plans will be put in place to address any issues and failure to complete will result in LUR seeking alternative suppliers.
- Review our contractual arrangements and supplier code of conduct document to identify how these can be further strengthened to reduce the risks across our supply chain. These will operate alongside our risk assessments and mitigating actions.

In addition to the above, we believe that driving awareness of Modern Slavery and Human Trafficking with our own staff is vital, equipping them with knowledge and tools relevant to their roles to further reduce risk.

Our organisation's financial year end is 31st December. This statement covers the period 1st January to 31st December 2023.

This statement was approved by the Board of Directors on 22nd April 2024.

Signed:  Date: 3RD MAY 2024.

Phil Chilton - Managing Director