



## **Slavery and Human Trafficking Statement**

William King Ltd is committed to ensure that there is no modern slavery or human trafficking in its supply chains or in any part of its business.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps we have taken to ensure that our business as well as our supply chains are free from slavery and human trafficking during the financial year ending on the 30th June 2020.

### **Our Business**

William King Ltd is a family owned independent metal service centre and integrated supplies manager. The company supplies strip mill products into the leading manufactures in a range of industries including automotive, domestic appliance, metal packaging and construction. Our range of materials includes Mild Steel, Stainless Steel, Pre-painted Steel, Aluminium and Tinmill Products.

Together with our subsidiary and associate companies, Mi-King Ltd, Mi-King s.r.o. and Firsteel Ltd, William King Ltd is supplying approximately 500,000t of strip mill products into the automotive, appliance, general industry and metal packaging industries across Europe.

As at 30 June 2020, William King and its associate companies employs over 350 employees and has a global annual turnover of approximately £200m.

### **Our Supply Chains**

The William King Ltd supply chains include the sourcing of raw material and components from a large number of suppliers from UK or Global Organisations.

### **Our Policies related to Modern Slavery and Human Trafficking**

We operate a number of internal policies and procedures to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy - this policy supports our commitment to limiting the risk of modern slavery occurring within our own business or infiltrating our supply chains or any other business relationship
2. Recruitment Procedure – as part of this procedure we undertake checks to ensure employees are eligible to work in the UK prior to commencing employment to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing Procedure – encourages employees to raise any genuine concerns they might have about any evident and serious wrongdoings within the company without fear of reprisal.
4. Ethical Policy – confirms that the company aims to act in a socially responsible manner at all times by respecting the economic, social, cultural, political and civil rights of those involved in our operations or trading partnerships, and complying with human rights legislation.



## **Risk Assessment and Due Diligence**

As part of our initiative to identify and mitigate risk associated with modern slavery and human trafficking we aim to update our risk register to

- Identify and assess potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains

Our Risk Register is reviewed on a regular basis by Senior Management.

## **Staff Training**

We will facilitate training to key staff who are most likely to be in a position to identify and address potential modern slavery risk to ensure that they understand the risks of modern slavery and human trafficking infiltrating our business or supply chains and effectively operate our policies and procedures aimed at mitigating this risk. The training is to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and within the business. In addition, we intend for the induction process for new employees to include an awareness of the risks of slavery and human trafficking within the business and its supply chains.

Our practices will continue to be reviewed to ensure William King has all appropriate procedures to combat the risk of Modern Slavery.

Rachel Graville  
Managing Director  
January 2021