

Modern Slavery Act Statement 2023

Sipral is dedicated to the highest possible level of professional standards and ethical conduct and is committed to ensure that all employees, subcontractors and suppliers adhere to the fundamental principles of the Modern Slavery Act 2015.

This Modern slavery and human trafficking statement set out the steps we have taken to prevent modern slavery and human trafficking which could potentially take place in our business and supply chains.

About Sipral

Sipral is the leading supplier of glazed facades, fire-rated and bespoke constructions made of glass and aluminium. Since its formation in 1991 Sipral has completed more than 320 large projects as well as hundreds of various small-scale ones across Europe, mainly in the Czech Republic, the United Kingdom, Slovakia, France or Denmark. Sipral works with the worldwide well-known architects and focuses on an individual and creative approach to each project.

We keep favourable balance of age and education on a long-term basis to embrace diversity in the workplace and are committed to ensure equal opportunities for all our staff. We aim to foster the working conditions where all our employees can operate in a safe, open and trusting environment, with all employees having respect to each other.

Sipral Group structure

Sipral is privately owned production and construction company operating throughout the Europe as a main contractor mainly for Private Sector customers.

We are medium-sized company with its headquarters in Prague, the Czech Republic and the subsidiary Sipral UK Ltd with the main offices in London, UK. We directly employ about 250 in-house employees consisting of key services and building trades and appoint subcontractors to provide some packages of work.

The Sipral Group had an annual turnover of £39,2 million in 2022.

This statement is made on behalf of Sipral Group in accordance with the requirements of the Modern Slavery Act 2015 and its contents take account of the activities and supply chains of them all.

Our Policy on Anti-Slavery and Human Trafficking

The construction industry attracts a workforce from all backgrounds. We are therefore able to utilise the skills of employees from across the world, particularly Europe. Whilst the benefit of this influx of workers allows for a competitive market, it also brings the risk of potential exploitation.

At Sipral we are committed to combatting modern slavery and human trafficking and employ the following measures in pursuance of this objective:

- Develop risk assessments, in order to identify appropriate measures to avoid slavery and human trafficking issues within our business and supply chain,
- Continuously improve our practices to identify and eliminate any slavery and human trafficking in our business and supply chains,
- Act ethically and with integrity in all our business relationships,

- Provide relevant training to our staff in respect of risks of modern slavery and human trafficking in our supply chains and in our business,
- Ensure our suppliers and subcontractors have adequate processes in place to prevent modern slavery and human trafficking within their business in compliance with the Modern Slavery Act 2015
- Ensure whistleblowing procedures enable modern slavery and human trafficking issues to be reported, so that any individual may confidentially raise any potential issue.

Our areas of activity in 2023 in managing the risk of modern slavery

Improving processes - policies and governance

Our commitments on ethical conduct, human rights and modern slavery are set out in a number of policies which guide the recruitment and behaviour of our colleagues, our purchase of products and services, and our relationships with suppliers and business partners.

Our extensive people policies cover all aspects of employment, including recruitment and eligibility to work, wellbeing, and conduct at work. Annual revision of our policies was carried out according to our internal procedures.

Our Whistleblowing policies are key to helping us address any risk of modern slavery. A whistleblowing policy has been put into practice, including an ethics hotline on company website allowing third parties to report any wrongdoing.

Building capacity and collaboration for change – training

In 2023, we continued to deliver trainings on modern slavery and ethical behaviour. We focused our internal training on colleagues in all roles. During the year, we have continued to provide advice and guidance to those teams who have direct responsibility for relevant supply chains.

Prevention in the supply chain

There were improvements of Pre-qualification process of Sipral suppliers implemented. The changes were made both in the supplier approval process and data required, We continued to carry out audits of our supply chain according to the approved annual audit plan.

Over the course of year 2024 we will continue to enhance our procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.

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

Signed by the Director responsible, for and on behalf of Sipral UK:

A handwritten signature in blue ink, appearing to read "Radim Košťal". The signature is written over a horizontal dashed line.

Radim Košťal
CEO Sipral UK
20 March 2024