

MODERN SLAVERY ACT STATEMENT

The Westerleigh Group is committed to conducting business in an ethical and environmentally responsible way.

Westerleigh believes that modern slavery in any form is unacceptable. Westerleigh is committed to tackling this issue through strong policies, internal and independent audits and by having close working relationships with suppliers. All of our employees are expected to report concerns and management are committed to act upon them.

THE WESTERLEIGH GROUP

At 1 January, 2020 Westerleigh Group is the largest independent operator of crematoria in the UK, operating 34 crematoria, 10 of which have associated cemeteries. The Group also has a stone mason factory that produces memorials. Westerleigh Group has its head office and all trading premises in the UK.

OUR COMMITMENT

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

We are committed to acting ethically and with integrity in all our business relationships and taking reasonable steps to ensure slavery and human trafficking are not taking place in any business or organisation that has any business relationship with the Group.

SUPPLY CHAIN RISK

A risk approach has been adopted to review supply chains that fall within sectors that carry a higher risk of modern day slavery. On a case by case basis, and where considered necessary based on the potential of risk posed to our business, further assurance is obtained that suppliers are acting ethically and with integrity.

Our supply chains include the sourcing of memorials, and of raw materials for the manufacture of memorials. Additionally, they involve the procurement of trees as living memorials and other plants. The majority of memorials provided by Westerleigh Group are sourced from market leading specialist suppliers based in the UK who source materials from overseas.

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DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of the Group's approach to identifying and mitigating risk, appropriate due diligence work is carried out when engaging and working with both new and existing suppliers, whilst also ensuring that the work undertaken is proportionate to the services or goods to be provided and the risk involved.

As part of our initiative to identify and mitigate risk the Group has in place systems to encourage the reporting of concerns and the protection of Whistle blowers.

With regard to international supply chains, our point of contact is preferably with a UK company or branch and we expect these suppliers to have suitable anti-slavery and human trafficking policies and processes. We have established long standing relationships with most suppliers and regularly check that their practices reach the required standards.

TRAINING

The Group provides relevant training for all employees. All employees receive an induction into the business where our policies, procedures and expectations are outlined.

The senior management team are responsible for compliance within their respective departments and in their supplier relationships, and have been briefed accordingly.

This statement has been produced in compliance with Section 54, Part 6 of the Modern Slavery Act 2015 (the Act) and sets out the steps that the Westerleigh Group have and will continue to take to ensure that slavery and human trafficking are not taking place in its supply chains or any parts of its business.

Westerleigh Group will review this statement and subsequent processes on an annual basis.

James Willis
Interim CEO
January 2020