

## Modern slavery statement for financial year 2022/23

Novum Structures UK Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our business

Novum Structures is internationally recognised as a world leading specialist contractor for high technology spatial architectural structures and enclosures. Novum combines client support, engineering expertise, attractive system components, and project management processes to create a unique architectural structure and enclosures, from local retail applications to international airport facilities.

Using a carefully selected range of suppliers that are validated by a range of processes and personnel to complement our own manufacturing business, provides the company with an insightful view and understanding of the Countries and Culture who supply our components.

### Our policies

This Policy considers, and supports, the policies, procedures and requirements documented in our Management Systems, compliant with the requirements of ISO 9001, and the associated policies and procedures that support specialist sectoral schemes, covering Environmental, Health and Safety requirements. The implementation and operation of this management system underlines our commitment to this policy statement. Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the company.

Novum Structures will achieve these aims by our initiative to identify and mitigate risk in the following ways (But not limited to):

- Our stringent vetting and investigation of the supply chain (contractors, sub-contractors, policies, contracts etc.).
- Continually audit & review our practices for checking all employees are paid at least the minimum wage and have the right to work;
- We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

### Our suppliers

Novum Structures operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that organisations have never been convicted of offenses relating to modern slavery. Our policies forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

### Training

We conduct training to relevant members of staff so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

### Our performance indicators

We use the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of Audits by Directors, Quality Managers and Project Manager;
- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

### Approval for this statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year.

This policy will be reviewed annually unless circumstances demand a more frequent review.

Richard Mattocks  
Managing Director  
13/12/2022



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