



# MODERN SLAVERY ACT STATEMENT

The **Modern Slavery Act 2015** came into effect on 29th October 2015. This law requires Corporate Companies supplying goods or services to the UK, and have an annual turnover exceeding £36 million to disclose information regarding their policies to eradicate all forms of slavery (including child, bonded & forced prison labour), human trafficking. Section 54 specifically requests a Corporate to demonstrate ethical transparency within their supply chain and within their business. Earth's Crust Resources incorporating Hardscape, Hardscape Ireland and Stockscape, hereafter referred collectively as Hardscape is proud of the diligent measures it takes in this regard. Hardscape actively work to eradicate slavery (including child, bonded & forced prison labour), human trafficking and to comply with section 54 on ethical transparency in its supply chain, and own business include the following evidence:

## Supply Chain Ethics

The **Ethical Trading Initiative (ETI)** is an alliance of companies, trade unions and non-governmental organisations, working in partnership to improve conditions for workers who supply goods to the UK and Ireland. Member companies adopt the ETI base code which is an internationally recognised code of labour practice that prohibits the use of slavery or human trafficking. In addition, the Ethical Trading Initiative Base Code is recognised by the UNHCR, DFID & the FCO within HM Government as a model for delivering ethical transparency throughout all tiers of a supply chain. Hardscape are ranked at achiever level within the membership of ETI. That means Hardscape have demonstrated good practice with a clear commitment to Ethical Trade by integrating ethics into our core business practices then driving year on year improvements to supply chain working conditions and report openly on same. There is zero policy tolerance towards Slavery (including child, bonded & forced prison labour), and human trafficking.

## Business and Human Rights

The United Nations Human Rights Commission have devised the **UN Guiding Principles on Business and Human Rights** which were proposed by UN Special Representative on business & human rights John Ruggie and are built on a framework on Protect-Respect-Remedy which prohibits Slavery (including child, bonded & forced prison labour), and human trafficking).

Hardscape are committed to the UNGPs cemented in our work with ETI. We operate an international collaborative networking and programme engagement with Trade Unions; NGOs & other Corporates to promote the ETI Base Code with the UN Guiding Principles for Business & Human Rights as the prime principles to tackle labour working conditions or human rights abuse including slavery (including child, bonded & forced prison labour), and human trafficking, demonstrating ethical transparency. We actively lead in the Rajasthan Sandstone Working Group: a specific FCO and DFID programme to address labour and human rights abuse in the sandstone sector of Rajasthan. We actively lead in the UK and Ireland Business and Human Rights Forum.

## Within our Own Business:

Hardscape conducts face to face training for all employees to emphasise the importance of acting with integrity and in line with our committed work, beyond paper CSR, to deliver the 9 Base Code Principles of the ETI and the UNGPs throughout our business. Professionally qualified to train our Group Ethical Trading Manager and outside 3<sup>rd</sup> Party Officers incorporate training and guidance regarding the Modern Slavery Act into Company Staff career evolution.

**Hardscape will continue to update its policies and procedures as required to ensure it maintains appropriate safeguards against any mistreatment of persons involved in its supply chain or business.**

**Mathew Haslam**

Managing Director

