



Introduction from the Richard E Forsyth, Managing Director

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 ending 31 October 2018.

The Forsyths Group consists of a group of companies Forsyths Ltd, Grants (Dufftown) Ltd, Grant & Anderson, Northern Fabricators and The Station Hotel, based in the North East of Scotland. The Forsyths Group understands the fundamental importance of ethical trading and is committed to the requirements of the Modern Slavery Act 2015 ('The Act') and to taking all reasonable steps to ensure slavery and human trafficking is not present in any part of our business or supply chains.

***Richard E Forsyth
Managing Director***

Policy

The Forsyths Group is committed to protecting and enhancing the human dignity of all The Forsyths Group personnel and everyone who has dealing with The Forsyths Group. The Forsyths Group respects and enforces the principles established in the Universal Declaration of Human Rights (UDHR) which set out a common standard achievement for all people and all nations

We promote a positive ethical work environment for all our employees wherever they work. Our Modern Slavery & Ethical Policy sets the high ethical standards we expect of our business operations, people and every company that we work with. Our policy set out the importance of conducting business ethically and legally.

Due Diligence

Internal processes and procedures to ensure The Forsyths Group comply. We promote compliance by including clauses in new supplier contracts and agreements obligating our suppliers to comply, and have their own supply chains comply with The Forsyths Group Modern Slavery & Ethical Policy and all applicable anti-slavery laws.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide information/training to our staff. [We also require our business partners to inform their staff and suppliers and providers.]

Continuous Improvement

We will continue to monitor the Groups supply chain to assess the risk of slavery and human trafficking being present and develop measure to mitigate against any such risk and work with suppliers to improve.