

MODERN SLAVERY STATEMENT

Cobal Sign Systems Ltd is committed to combatting slavery and human trafficking in its business and supply chains, and we make this statement to assist with compliance with the Modern Slavery Act 2015. This statement is correct as of 18 May 2023.

As our business has a turnover of less than £36 million, we do not have a legal obligation to produce a modern slavery statement. However:

- We agree that exploitation within all supply chains in the UK is a blight on our society, and we are committed to playing our part in eliminating exploitation;
- We understand that customers with obligations under the Modern Slavery Act 2015 cannot comply with those duties without our co-operation.

To that end, we confirm that we have examined our own business and, to the extent that it is reasonably practicable, businesses within our supply chain and we confirm the following:

Within our own business, no relevant offence relating to slavery or human trafficking has been committed.

We have made enquiries of businesses that supply directly to us and we are confident that no relevant offence is committed in that business.

Further details about our business and supply chain are provided below.

Our business: manufacture and installation of architectural signage.

Our business structure: we employ 24 employees in the UK based out of our offices in Newbury, Berkshire. The Company is headed up by a Managing Director and reporting to him are three Senior Management.

We operate only in the UK.

Our supply chain comprises local, UK companies with whom we have worked for many years. All our suppliers operate only in the UK.

We understand that certain industry sectors and geographical regions entail greater risk of exploitation than others. We do not believe that our supply chain is in one of those sectors.

Where it is reasonably practicable, we ensure that businesses in our supply chain have made a similar statement relating to slavery and human trafficking.

The person in our business responsible for assessing matters relating to slavery and human trafficking is: Paul McGlone.

We also encourage all employees to report on any matters relating to slavery or human trafficking in our supply chains of which they become aware.

A handwritten signature in black ink, appearing to read 'PM', with a horizontal line underneath.

Paul McGlone
Managing Director
Dated: 18 May 2023