

## Modern Slavery transparency statement 2025

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### Introduction

Ibstock Plc (“Ibstock” or “the Group”) has a long history with some of our subsidiaries having operated for over 200 years. Together with our long heritage, the Group has a deep respect for human values. As such, ethical trading will always be central to how we wish to operate.

Modern slavery is an international crime, and we are committed to taking all necessary steps to prevent modern slavery within our business and also within our supply chains.

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Ibstock Plc and other relevant Group companies during the year ending 31 December 2024 to prevent slavery, servitude, forced and compulsory labour and human trafficking within its business and supply chains.

### Organisational structure

Ibstock Plc is a leading UK manufacturer of a diverse range of building products and solutions. The Group concentrates on eight core product categories, each backed up by design and technical services capabilities:

- Bricks and Masonry, Façade Systems, Roofing, Flooring and Lintels, Staircase and Lift Shafts, Fencing and Landscaping, Retaining Walls and Rail and Infrastructure.

The Group comprises two core business divisions, Ibstock Clay and Ibstock Concrete. The Ibstock Futures business was established in 2021 to accelerate growth in new, fast developing segments of the UK construction market and, while it remains in its growth phase, forms part of the Clay Division.

**Ibstock Clay:** The leading manufacturer by volume of clay bricks sold in the United Kingdom. With 15 manufacturing sites, Ibstock Clay has the largest brick production capacity in the UK. It operates a network of 15 active quarries located close to its manufacturing plants. Ibstock Kevington provides masonry and prefabricated component building solutions, operating from 4 sites.

**Ibstock Concrete:** A leading manufacturer of concrete roofing, walling, flooring and fencing products, along with lintels and rail & infrastructure products. The Concrete Division operates from 13 manufacturing sites across the UK.

**Ibstock Futures:** Complements the core business divisions by accelerating diversified growth opportunities which address key construction trends, including sustainability and the shift towards Modern Methods of Construction (MMC). Operating from an innovation hub in the West Midlands, and the Nostell redevelopment in West Yorkshire.

Ibstock is headquartered in the village of Ibstock, Leicestershire, with 32 active manufacturing sites across the UK.

### Assessment of modern slavery risk

The majority of Ibstock’s suppliers are based in the same country of operation as the Group. The UK was identified as a country with a low prevalence of modern slavery on a global scale (Global Slavery Index 2023 Dataset, Walk Free Foundation, available from: [www.globalslaveryindex.org](http://www.globalslaveryindex.org)) and with the UK Government rated globally as having the strongest response to modern slavery ([www.globalslaveryindex.org](http://www.globalslaveryindex.org)).

An assessment of the risks of modern slavery within the Group and our wider supply chain was completed and identified the highest areas of modern slavery risk as recruitment and those suppliers

within our wider supply chain with operations outside the UK. Policies and procedures are in place to ensure these risks are suitably managed and mitigated.

There were no suspected incidents of modern slavery raised during 2024.

### **Policies and procedures**

Throughout 2024 Ibstock complied with the employment laws of the UK and expected all those with whom it does business to do the same. Ibstock maintains a Supplier Code of Conduct, and contractual terms, with which all suppliers are required to comply. The key expectations in relation to Modern Slavery within our Supplier Code of Conduct included:

- Support and respect for the protection of human rights within the supplier's area of influence;
- Prohibition of all forms of forced, compulsory and child labour; and
- Wages paid meet national legal and industry standards.

The Supplier Code of Conduct included our expectations for suppliers to adhere to our principles around Corporate Social Responsibility (CSR) incorporating human rights including those related to modern slavery. This Code was issued to all suppliers with a spend of £100k or more.

We expect all suppliers to adhere to the principles set out in the Supplier Code of Conduct and will terminate a contract with a supplier who violates these or refuses, if asked, to take part in a remediation plan. We will also exclude from any tendering process, suppliers who do not show high ethical and wider CSR standards or compliance with relevant laws.

The Group is committed to supporting anyone who raises genuine concerns about Modern Slavery, even if they subsequently prove to be unfounded.

### **Responsibility**

Responsibility rests with us all. All individuals working within the Group, in every capacity, are expected to be familiar with the Ibstock Modern Slavery Policy and be proactive in preventing modern slavery, including the raising of concerns, which can be done either directly with management or by using the Group's whistleblowing process. This includes employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third party representatives and business partners.

The Modern Slavery Policy recognises modern slavery as an international crime and sets out our zero-tolerance approach to any potential or actual breaches of the policy.

Ibstock is committed to updating and publishing its Modern Slavery Statement annually.

This statement was approved by the Plc Board on 30 July 2025 signed on its behalf by:

J Hudson

Chief Executive Officer, Ibstock Plc

