

ANTI SLAVERY POLICY

1 Introduction

Under the terms of the Modern Slavery Act 2015 it is the policy of the Engineering Technology Group to implement systems and controls aimed at ensuring that modern slavery is not taking place anywhere within its organisation or in any of its supply chains. The Company expects that its suppliers hold their own suppliers to the same high standards. It applies to all employees, contractors and suppliers.

2 Definition

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Modern slavery is a crime and a violation of fundamental human rights.

3 Commitment

The Company will expect all those working with or on its behalf to support and uphold the following measures to safeguard against modern slavery:

- A zero-tolerance approach to modern slavery in the organisation and its supply chains.
- The prevention, detection and reporting of modern slavery in any part of the Company or its supply chain is the responsibility of all employees, contractors and suppliers and they must not facilitate or fail to report any activity that might lead to, or suggest a breach of this policy.
- The Company is committed to engaging with stakeholders and suppliers to address the risks of modern slavery in all its operations and supply chain.
- The Company has adopted a risk-based approach to its contracting processes and will keep them under review. It will assess the circumstances to warrant the inclusion of specific prohibitions against modern slavery and trafficked labour in our contracts with third parties. Using this approach, the Company will similarly assess the merits of writing to suppliers requiring them to comply with this process and legislation.
- As part of the Company's ongoing risk assessment and due diligence processes, it will consider whether circumstances warrant the carrying out of audits on suppliers for their compliance.
- Breaches of this policy will be addressed with the utmost importance. This may range from considering the possibility of breaches being remediated to the termination of such a relationship.