

Whitland Engineering Ltd

UNIT B–WEST STREET-WHITLAND-CARMS-SA34OAE

Anti-Slavery and Human Trafficking Policy Statement

The purpose of this policy is to:

- establish the responsibilities of the company and all employees in observing and upholding our position on Slavery; and
- provide information and guidance to those working for Whitland Engineering on how to recognise and deal with slavery issues.

Whitland Engineering recognises that slavery and human trafficking is a heinous crime against vulnerable people and is often a hidden in the supply chain. It is the Company aim to identify the risks and to alert staff to the risks, staff are expected to report concerns to the Directors of the Company who will act on them.

Who is covered by the policy?

This policy applies to all individuals working at all levels including directors, employees (whether permanent, fixed-term or temporary), consultants, contractors, seconded staff, homeworkers, casual workers and agency staff, volunteers, interns, agents, sponsors, or any other person associated with Whitland Engineering, wherever located (collectively referred to as **workers** in this policy).

What is modern day slavery?

“trafficking in persons,” and “human trafficking” have been used as umbrella terms for the act of recruiting, harbouring, transporting, providing, or obtaining a person for compelled labour or commercial sex acts using force, fraud, or coercion.

Modern Slavery Act 2015

The Modern Slavery Act 2015 is a piece of legislation of the Parliament of the United Kingdom (UK) that brought together existing laws relating to trafficking and slavery. The act covers England and Wales and came into effect in March 2015. That same year laws were passed that cover other parts of the UK: the Human Trafficking and Exploitation Act (Scotland) 2015; and the Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015.

What risks do we face?

Whitland Engineering has assessed the business to be at low risk from its suppliers and sub contractors having links to modern slavery or human trafficking. The majority of suppliers and sub contractors utilised by Whitland Engineering are located within the UK or Europe.

We are committed to ensuring that there is no modern-day slavery or human trafficking in our supply chains or any part of our business.

The company will achieve this by:

- Communicating this policy to all company staff, contractors, sub contractors and suppliers.
- Continually ensuring that all employees are paid at least the minimum wage.
- Encouraging the reporting of concerns and protecting whistle blowers.
- The company will not knowingly trade with any 3rd party involved in slavery or human trafficking.
- To frequently review this policy and procedures, at least annually, under our ISO 9001 quality management arrangements.

Who is responsible for the policy?

The Board of Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

Monitoring and review

The Board of Directors will monitor the effectiveness and review the implementation of this policy regularly, considering its suitability, adequacy and effectiveness. Any improvements identified will be made as soon as possible. Internal control systems and procedures will be subject to regular audits to provide assurance that they are effective in countering modern day slavery.

All workers are responsible for the success of this policy and should ensure they use it to disclose any suspected danger or wrongdoing.

Workers are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries should be addressed to the Board of Directors.

This policy does not form part of any employee's contract of employment and it may be amended at any time.

Signed *Eurig Jones*
For and on behalf of the Board of Directors.

Date: March 2021