

MODERN SLAVERY STATEMENT

INTRODUCTION FROM THE EXECUTIVE CHAIRMAN

In keeping with legislation, we are proud of the steps we have taken to combat slavery and human trafficking. We are committed to no slavery or human trafficking and consider a vetting process before recruitment. Also, we are committed to improving our practices to combat slavery and human trafficking. Staff are encouraged and expected to report concerns and management is duty bound to act upon them.

ORGANISATION'S STRUCTURE

We are a managed outsourcing provider in the automotive, facilities services, food, logistics and print manufacturing sectors. We are part of Aktrion Holdings Limited (Group Company). Aktrion Holdings Limited has its head office in the United Kingdom. The Group has over 3,000 employees in the UK, with a variable number of employees worldwide that operate in Asia, Europe and South America.

OUR BUSINESS

Our business is organised into appropriate limited company business units for each sector that we operate in.

OUR SUPPLY CHAINS

Our supply chains can include sub-contractors and suppliers for the provision of equipment required to carry out our duties within each division and we will ensure, wherever possible, that they will fully comply with legislation.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our policy and procedures reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we ensure a vetting process, which includes identification checks, proof of address and right to work as part of the recruitment process.

Amongst other things, we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme.

We have a dedicated compliance team, which consists of representatives from the following departments; Legal, Finance, Human Resources and Sales.

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 training to our staff. We also require our suppliers to provide adequate training.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of regular audits by Managers and HR;
- Use of labour monitoring and payroll systems; and
- Communication and personal contact with supply chains and their understanding of, and compliance with, our expectations.

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 current financial year.



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Ben Pearson

Executive Chairman

Aktrion Holdings Limited