

ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

THE MODERN SLAVERY ACT 2015

The act came into effect from October 2015. Greenfield Engineering (SM) Ltd (GFL) is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour. GFL believes that it has a responsibility for promoting ethical and lawful employment practices.

GFL will not knowingly use unlawful child labour or forced labour in any of the products and services it provides, nor will it knowingly accept products or services from suppliers that employ or utilise child labour or forced labour.

This policy sets out the high standards of behaviour and integrity that GFL requires from its employees in relation to the Modern Slavery Act 2015 to prevent slavery and human trafficking. GFL also requires its suppliers and contractors to respect and follow this policy statement as a core term of any contracts that they may have with any member organisation or business supply chains. Human trafficking and slavery are crimes under UK and international law. These crimes exist in countries throughout the world. This policy statement defines GFL's commitment to ensuring that human trafficking and slavery does not exist within its own business, but also details how we will make efforts to eradicate the same from other businesses with whom it shall maintain a relationship. GFL will take appropriate steps to ensure not only its own compliance but also that these requirements are followed by its suppliers and subcontractors.

DEFINITIONS

Human Trafficking: The recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.

Forced Labour: All work or service, not voluntarily performed, that is obtained from an individual under the threat of force or penalty.

Harmful Child Labour: Consists of the employment of children that is economically exploitative, or is likely to be hazardous to, or interfere with, the child's education, or to be harmful to the child's health, or physical, mental, spiritual, moral, or social development.

CERTIFICATION

Upon request, GFL suppliers will certify that the services or materials incorporated into the products they provide GFL comply with the laws regarding human trafficking and slavery of the country or countries in which they are doing business. Failure to provide this evidence can lead to your removal from our supplier list.

AUDITS

Suppliers must be able to demonstrate compliance with this policy at the request and satisfaction of GFL. We would also like to conduct unannounced audits of your operations from time to time, which may include an audit of your personnel recruitment sources.

REPORTING

Any employee or supplier who has knowledge or information regarding a possible violation is encouraged to either report the violation to the Human Resources department immediately or report the information directly to the Managing Director.