



Slavery and Human Trafficking Statement

Purpose

Sicame UK Ltd. (SUK) is a private limited company incorporated in England and Wales and headquartered in Erith, Kent. SUK is a wholly owned subsidiary of Sicame SA, France.

Under the Modern Slavery Act 2015 ("Act"), SUK is required to publish a Slavery and Human Trafficking Statement for each financial year, setting out the steps it has taken to address the risk of slavery or human trafficking occurring in its supply chain or within its own operations.

This is the statement for the financial year ended 31 December 2017, which sets out SUK's approach, processes and principles to combat slavery and human trafficking.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. SUK has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

We confirm that we do not employ anyone under the age of 16 and that we do not support or endorse the use of child labour in the production of our products. We have ongoing practises to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees. This safeguards against human trafficking or individuals being forced to work against their will. We ensure that:
 - All employees are on a written contract of employment
 - All employees are able to join a trade union
 - Temporary unskilled staff are under supervision from agency contractors
- Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Our suppliers

SUK conducts due diligence on all component suppliers and vendors before allowing them to become a preferred supplier. Component suppliers are regularly visited and, to our knowledge, none of our selected suppliers use children in the production of any sourced component pieces. SUK also does not support or condone practices used by any companies that mistreat or abuse their workers. Initial screening takes place via vendor assessment to confirm compliance.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

- They have taken steps to eradicate modern slavery within their business
- They hold their own suppliers to account over modern slavery
- (For UK based suppliers) They pay their employees at least the living wage / national living wage (as appropriate)
- (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations





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- We may terminate the contract at any time should any instances of modern slavery come to light

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

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

Ian Steel
Managing Director

A handwritten signature in black ink, appearing to read 'Ian Steel', is written over a horizontal line.

Date 11/01/2018

Date of next review: 11/01/2019

Document Reference: Business Systems/Other/ Policies / 013-01

