

## MODERN SLAVERY STATEMENT

### INTRODUCTION

This statement sets out Lasered Components' actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

The organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking where possible.

This statement covers the activities of Lasered Components:

- We laser cut varying components for a variety of clients primarily based in the United Kingdom and occasionally within the EU.
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### Responsibility for the organisation's anti-slavery initiatives is as follows:

- **Policies:** The Management Team are responsible for the maintenance of this policy on an annual basis, taking into consideration any new risk from clients based outside of the United Kingdom.
- **Risk assessments:** As part of our initiative to identify and mitigate risk, we have in place systems to identify monitor and assess potential risk areas in our supply chains and mitigate the risk of slavery and human trafficking occurring in our supply chains.
- **Protect whistle-blowers.**
- **Investigations/due diligence:** The Management team are primarily responsible for investigations and due diligence in relation to known or suspected instances of slavery and human trafficking. Any information will be put into writing and brought to the Management team so that a thorough investigation can take place.
- **Training:** Training materials accessible to all employees via BreatheHR sourced from The Human Trafficking Foundation, these are reviewed along with the policy.

### RELEVANT POLICIES

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations.

- **Whistleblowing policy:** The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can contact HR or any member of the Management Team.
- **Employee code of conduct:** The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- **Recruitment/Agency workers policy:** The organisation uses only reputable UK based employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency. We operate a robust recruitment process, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

## **DUE DILIGENCE**

The organisation undertakes due diligence when considering taking on new suppliers and reviews its existing suppliers. The organisation's due diligence and reviews include;

- mapping the supply chain broadly to assess geographical risks of modern slavery and human trafficking;
- evaluating the modern slavery and human trafficking risks of each new supplier;
- reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping.

## **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;

- no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- we achieve a level of communication and personal contact with every employee and their understanding of, and compliance with, our expectations regarding modern slavery.

This statement was approved on 20th December 2018 by the organisation's Management Team, who review and update it annually.