



**ERIKS UK HOLDINGS LIMITED AND ITS SUBSIDIARIES (“ERIKS”)
SLAVERY AND HUMAN TRAFFICKING STATEMENT
IN RESPECT OF THE FINANCIAL YEAR ENDED 31ST DECEMBER 2018**

INTRODUCTION

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 (“MSA”) and sets out the steps ERIKS has undertaken and will continue to take under it.

OUR ORGANISATION

We are a multi-product specialist offering a wide range of engineering components and technical services to all areas of industry at a minimum total cost of ownership. We are a part of ERIKS Group NV. We have over 1500 employees and we operate in the UK and in Europe.

APPROACH

ERIKS has a zero-tolerance approach to modern slavery and human trafficking and is committed to acting ethically and with integrity in all business dealings and relationships and to implement and enforce effective systems to ensure modern slavery and human trafficking is not taking place within its business or supply chains.

POLICIES AND PROCEDURES

Our UK Anti-Slavery and Human Trafficking Policy (“the Policy”) sets out the relevant provisions of the MSA and our approach in respect of them.

In addition, ERIKS has the following procedures and policies in place to ensure that it is conducting business in an ethical and transparent manner:

- ERIKS Code of Conduct to ensure our business is conducted based on honesty, integrity, loyalty and openness, with respect for human rights and in compliance with the law.
ERIKS Whistle Blowing Policy to encourage employees to report any kind of wrongdoing.

IDENTIFYING, REVIEWING AND MITIGATING RISK

Our compliance team consists of involvement from our Legal, Human Resources, Procurement and Ethics & Compliance Departments.

We have reviewed our business to determine where there is a major potential risk of modern slavery and human trafficking taking place and taken the following steps to assess and manage that risk during the financial year:

- All our workers have received a copy of the Policy to ensure they understand the law and their responsibility for the prevention, detection and reporting of modern slavery and human trafficking in any part of our business or supply chain.
- Robust checks have been carried out on any new employee including eligibility to work to safeguard against human trafficking or individuals being forced to work against their will.
- Contractual provisions have been introduced requiring suppliers to put in place their own policies and procedures at least equivalent to the Policy and our Supplier Code of Conduct.

Further work is required by our Procurement Department to identify areas of particular risk and impact in our supply chain and review and improve pre-screening/due diligence processes and engagement with identified suppliers to understand the measures taken by them to ensure modern slavery and human trafficking is not occurring in their business or supply chains.

Each department is tasked on an ongoing basis with monitoring and reviewing the success of the initiatives which they are responsible for, improving them and identifying new areas of particular risk and impact.

APPROVAL FOR THIS STATEMENT

This statement was approved on behalf of ERIKS UK Holdings Limited on 20th June 2019.

A handwritten signature in black ink, appearing to read 'AMF' followed by a stylized flourish.

Andrew Fitchford
Director and Chief Financial Officer