



**ERIKS UK HOLDINGS LIMITED AND ITS SUBSIDIARIES (“ERIKS”)**  
**SLAVERY AND HUMAN TRAFFICKING STATEMENT**  
**IN RESPECT OF THE FINANCIAL YEAR ENDED 31<sup>ST</sup> DECEMBER 2019**

**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 Business Conduct to ensure our own business is conducted based on honesty, integrity, loyalty, and openness, with respect for human rights and in compliance with the law.
- ERIKS Supplier Code of Conduct to set out what we expect from our partners and their sub-tier suppliers including compliance with human rights and the principle of good employment, in which labour conditions and the well-being and development of employees are guaranteed as well as compliance with all applicable laws and regulations.
- 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 passport checks for eligibility to work to safeguard against human trafficking or individuals being forced to work against their will.
- Contractual provisions with employment agencies have been reviewed to cover MSA requirements.
- Spot checks have been made during the period to ensure continued compliance with MSA requirements.
- Contractual provisions continue to be introduced requiring suppliers to put in place their own policies and procedures at least equivalent to the Policy and ERIKS Supplier Code of Conduct.
- Our Procurement Department has identified high risk countries and customers and suppliers operating in them and carried out focused due diligence on our partner and strategic suppliers.

Further work is required by our Procurement Department to review and improve pre-screening/due diligence processes and engage 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 25<sup>th</sup> June 2020.

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

**Andrew Fitchford**  
**Director and Chief Financial Officer**