

Anti-slavery and Human Trafficking Policy

Policy statement

Modern slavery, as defined in the Modern Slavery Act 2015, is a crime and a violation of fundamental human rights; this includes such topics as forced labour, servitude, slavery, human trafficking and child labour, or the removal of an individual's personal liberties in any way, in order to exploit them for either personal or commercial gain.

Commitments

Specialised Engineering Products Limited (SEP) is committed to meeting any and all of its obligations under the Modern Slavery Act 2015 and maintains a zero-tolerance approach to modern slavery in all of its forms, in any of its own activities and those of its business partners.

Compliance to this policy

This policy applies to SEP staff at all levels, from directors to agency workers, including agents, contractors and suppliers; SEP expects its business partners to ensure the same level of scrutiny within their supply chains.

Reporting concerns

SEP encourages openness and transparency in all matters related to this policy and will support any member of staff who, in good faith, raises any concerns or suspicion of modern slavery in any parts of SEP's business or its supply chains; concerns of this nature should be reported immediately to a member of the Senior Management Team; anyone reporting potential issues will not suffer detrimental treatment (threats / disciplinary action) as a result of raising matters of genuine concern.

Policy violations

Any member of staff directly employed by SEP in any capacity, who violates any aspect of this policy will face subsequent disciplinary action, which could result in dismissal on the grounds of gross misconduct.

SEP will also terminate any relationship with external individuals or organisations who fail to abide by this policy.

All violations which are considered a viable concern, will be reported to the relevant authorities.



A P Smith

Managing Director

Date 16.11.2020