



Modern Slavery Policy

East Kirkby Engineering Company Limited has a zero-tolerance approach to any form of modern slavery. East Kirkby Engineering Company Limited 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.

Our policy

East Kirkby Engineering Company Limited operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment policy. We operate a robust recruitment policy, 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.
2. 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.

In addition to the above, as part of our contract with suppliers, East Kirkby Engineering Company Limited request that they confirm to us that:

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

Our performance indicators

East Kirkby Engineering Company Limited 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.

A handwritten signature in blue ink, appearing to read 'John Gorenswigh', is written over a horizontal line.

Signed: John Gorenswigh
Director

Date: 21.2.2020