

Modern slavery and human trafficking statement

Introduction

This statement sets out Amtico's actions to understand all potential 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.

Amtico recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Amtico 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.

Organisational structure and supply chains

Amtico currently operates in the following countries:

- Sales: into Europe, Africa, Asia and Australasia.
- Purchasing:
 - OEM product from China, South Korea, Netherlands & USA
 - Components from China, Japan, USA and South Korea
 - Raw materials from Europe, Mexico & China
 - Machinery /Equipment from Europe, USA & India
 - Services from Europe

Responsibility

Responsibility for Amtico's anti-slavery initiatives as follows

- Policies: HR Director
- Investigations/due diligence: Head of Manufacturing responsible for reviewing and following-up with the Supply Chain, Human Resources Director responsible for conducting internal reviews and investigations.
- Training: HR Director

Relevant policies, codes & practices

Amtico 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

- **Modern Slavery Policy** Amtico International has adopted a policy regarding the conduct of its business in relation to Modern slavery and Human Trafficking.
- **Speaking up policy** Amtico encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, Amtico. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Amtico'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 use our confidential helpline 0800 086 9260 or access via the web on amtico.ethicspoint.com. This is a transfer from Expolink as NAVEX has acquired Expolink in its entirety and we have not changed providers.

- **Employee code of conduct** Amtico's code makes clear to employees the actions and behavior expected of them when representing Amtico. Amtico strives to maintain the highest standards of employee conduct and ethical behavior when operating abroad and managing its supply chain.
- **Supplier code of conduct** Amtico is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. Amtico works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of Amtico's supplier code of conduct will lead to the termination of the business relationship
- **Recruitment/Agency workers** Amtico uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

Due diligence

Amtico undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers. Amtico's due diligence and reviews include:

- evaluating the modern slavery and human trafficking risks of each new supplier as part of initial and ongoing Supplier assessments. This takes the form both of supplier questionnaires, and visits and supplier audits.
- requiring that Suppliers commit to a minimum of the Base Code outline in the Ethical Trading Initiative (ETI) (or similar systems)
- reviewing Supplier's Ethical Trading statements and membership where these exist.
- taking steps to improve substandard suppliers' practices including providing advice to suppliers and requiring them to implement action plans as appropriate
- Invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship

Board approval

This statement has been approved by Amtico's board of directors, who will review and update it annually.

Directors name: JASON SHELLEY

Director's signature: 

Job Title: HR DIRECTOR

Date: 28/02/2020