

Modern Slavery Policy Statement

In accordance with the Modern Slavery Act 2015, Esotec Limited is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour (collectively "human trafficking and slavery"). It also strongly believes that it has a responsibility for promoting ethical and lawful employment practices.

Accordingly, Esotec will not knowingly use unlawful child labour or forced labour in any of the utilities and/or other commodities, products and/or services it provides, nor will it accept commodities, products and/or services from suppliers that employ or utilise child labour or forced labour.

Rationale

Human trafficking and slavery are crimes under UK and international law. These crimes exist in countries throughout the world. This policy statement thus defines Esotec commitment to ensuring that human trafficking and slavery does not exist within our own business, but also provides how Esotec will make efforts to eradicate the same from other businesses with whom it shall maintain a relationship (and especially from within our supply chain).

Requirements for Suppliers:

- Will not use forced or compulsory labour, i.e., any work or service that a worker performs involuntarily, under threat of penalty;
- Will ensure that the overall terms of employment are voluntary;
- Will comply with the minimum age requirements prescribed by applicable laws
- Will compensate its workers with wages and benefits that meet or exceed the legally required minimum and will comply with overtime pay requirements;
- Will abide by applicable law concerning the maximum hours of daily labour;
- Will not engage in any practice of slavery, servitude, forced labour, compulsory labour and/or human trafficking outside the UK which would constitute an offence if that conduct took place within the UK; and
- Will ensure that any sub-contractors or suppliers from whom they source goods and/or services for incorporation in those supplied to Esotec, also adhere to these requirements.

Consequences

Esotec takes any breach of this Policy extremely seriously.

Suppliers who are found to have or be engaging in human trafficking and slavery or which refuse to co-operate with any audit to verify compliance with this Policy will be liable to have any supply agreement, arrangement or other contract with Esotec terminated immediately, without compensation.

If a Supplier to Esotec is found in violation of this policy, Esotec will take prompt action which may include terminating any supply agreement, arrangement or other contract with that Supplier. It shall also take such other (remedial) steps as the Anti- Slavery and Human Trafficking Officer shall determine to be necessary to address the violation and seek to prevent its reoccurrence.

Andy Durham
Managing Director

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