



27 Rollesby Road, Hardwick Industrial Estate, King's Lynn, Norfolk, PE30 4LS

Company Reference No. 07157993

Modern Day Slavery Policy

The Modern Slavery Act 2015 is an Act of the Parliament of the United Kingdom.

It is designed to combat modern slavery in the UK and consolidates previous offences relating to trafficking and slavery. The act extends to England and Wales

Issued on the 5th of January 2024

Review Date 4th of January 2025

Introduction

The statement sets down Advance Engineering (UK) Ltd commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our business and supply chains.

We all have a duty to be alert to risks, however small.

Advance Engineering (UK) Ltd employees are expected to report their concerns and management are to act upon them.

Slavery, Servitude and Forced or Compulsory Labour (Modern Slavery Act 2015)

- 1) A person commits an offence if—
 - a) The person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude, or
 - b) The person requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour.
- 2) In subsection (1) the references to holding a person in slavery or servitude or requiring a person to perform forced or compulsory labour are to be construed in accordance with Article 4 of the Human Rights Convention.
- 3) In determining whether a person is being held in slavery or servitude or required to perform forced or compulsory labour, regard may be had to all the circumstances.
For example,
 - a) Any of the person's personal circumstances (such as the person being a child, the person's family relationships, and any mental or physical illness) which may make the person more vulnerable than other persons.
 - b) Any work or services provided by the person, including work or services provided in circumstances which constitute exploitation within section.
- 4) The consent of a person (whether an adult or a child) to any of the acts alleged to constitute holding the person in slavery or servitude or requiring the person to perform forced or compulsory labour, does not preclude a determination that the person is being held in slavery or servitude, or required to perform forced or compulsory labour.

Modern slavery is a crime and a violation of fundamental human rights.

It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Advance Engineering (UK) Ltd have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings and relationships.

Advance Engineering (UK) Ltd are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

Advance Engineering (UK) Ltd expect the same high standards from all of our contractors, suppliers, and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners.

This policy does not form part of any employee's contract of employment, and we may amend it at any time.

Responsibility for the Policy

The Directors of Advance Engineering (UK) Ltd have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

Managers are responsible for ensuring those reporting to them understand and comply with this policy.

All of our employees are invited to comment on this policy and suggest ways in which it might be improved.

Advance Engineering (UK) Ltd

Communication and Awareness of This Policy

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary. Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Breaches of This Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

Advance Engineering (UK) Ltd may terminate our relationship with other individuals and organizations working on our behalf if they breach this policy.

This Modern Slavery and Human Trafficking Statement relates to actions and activities during 2022/23

Whistleblowing policy

Advance Engineering (UK) Ltd encourages all its workers, customers, and other business partners to report any concerns related to its direct activities or its supply chains.

Mr R High



Managing Director

5th of January 2024

Yearly Review: January 2025