

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

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RECORD OF AMENDMENTS

ISSUE	DCN NO.	AUTHOR	SIGNITURE/DATE	AUTHOR	SIGNITURE/DATE
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1. POLICY STATEMENT

This policy applies to all persons working for us or on behalf of WesCom in any capacity, including: -

- Employees at all levels,
- Directors,
- Officers,
- Agency workers,
- Seconded workers,
- Volunteers,
- Contractor,
- Suppliers,
- Distributors,
- OEMS.

WesCom Signal & Rescue prohibits the use of modern slavery and human trafficking in our operations, supply chain and routes to market. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any supply chains or in any onward routes to market in the distributor network. We expect that all our stakeholders will hold their own stakeholders to the same high standard.

2. COMMITMENTS

MODERN SLAVERY AND HUMAN TRAFFICKING

Modern Slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

COMMITMENTS

We shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures:

- We have a zero-tolerance approach to modern slavery in our organisation, our supply chain and our distribution network.
- The prevention, detection and reporting of modern slavery in any part of our organisation, supply chain or distribution network is the responsibility of all those working for us and on our behalf. Stakeholders must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders to address the risk of modern slavery in all our operations.
- We take a risk based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Using this risk based approach we will also assess the merits of writing to stakeholders requiring them to comply with this policy beyond ensuring that all stake holders receive a copy of this policy.
- As part of our ongoing risk assessment and due diligence processes we will consider whether circumstances warrant us carrying out audits of stakeholders for their compliance to this policy.
- If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action. The actions may range from considering the possibility of breaches being remediated and whether that might represent the best outcome from those individuals impacted by the breach to terminating such relationships.