



ESG 02: Modern Slavery and Human Trafficking Policy

Statement

Modern Day Slavery and human trafficking are violations of fundamental human rights.

This may take various forms, including slavery, bonded servitude, and forced labour, sex trafficking, child labour and domestic servitude. These criminal activities all deprive people of their fundamental liberty by exploiting them for personal or commercial gain.

1. The purpose for our company is to supply effective, safe and reliable equipment.
2. We are committed to ethical principles and require all employees to comply with the employment legislation and supply chain management legislation in the countries within which we operate.
3. We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business. This policy applies to all persons who act on our behalf in any capacity, including employees at all levels, directors, consultants, contractors, agency workers, volunteers, interns, business partners and our supply chain.
4. We are committed to ensuring transparency in our own business and in our approach to tackling modern slavery throughout our supply chains.

Supply Chain Management

1. We will not support or deal with any business which is known to be involved in slavery or human trafficking.
2. As part of our due diligence procedure, prior to approving a new supplier, we will review the controls which they undertake to eliminate modern slavery and human trafficking, particularly regarding goods imported from outside the UK and EU which are potentially more at risk of involving slavery and human trafficking.

Responsibility

1. Dan Stafford has been briefed on this subject and takes responsibility for implementing this policy. This statement is in the process of being approved by all members of the board.
2. Our line managers at all levels are responsible for ensuring that all those who report to them understand and comply with this policy.

Employees at all levels are invited to comment on this policy and suggest ways in which it might be

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improved. Comments, suggestions and queries are encouraged and should be addressed to Dan Stafford or Howard Ellis.

Compliance

1. All employees must read, understand, and comply with this policy.
2. All employees must avoid any breaches of this policy. The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. Employees must avoid any activity that breaches this policy.
3. All employees must report to their manager at the earliest opportunity, if they suspect or believe there has been a breach of this policy, or that a breach may occur in the future.
4. Employees are reminded that there are systems in place to encourage the reporting of concerns and to protect whistle blowers

Communication

1. We will provide training about the risks of modern slavery and human trafficking to maintain a high level of understanding of this issue in our workforce.
2. Our zero-tolerance approach to modern slavery will be clearly communicated to all suppliers, contractors and business partners when we commence a business relationship with them and reinforced in our subsequent communications with them.

Breaches of Policy

1. Any employee who breaches this policy will face disciplinary action which could result in dismissal for misconduct or gross misconduct.
2. We will terminate relationships with suppliers, individuals or business partners working on our behalf if this policy is breached.

ISIS Fluid Control Ltd is committed to addressing the requirements of the UK Modern Slavery Act 2015 (the “Act”). We acknowledge the undertakings in the Act and the risks of modern-day slavery and will aim to create a culture of transparency with regards to the supply of goods and services both from and to us.

This statement and policy is made pursuant to section 54 of the Act and constitutes the Company’s modern slavery and human trafficking statement as required by the Act, for the financial year ended 31st January 2022.

As a company we are committed to ensuring that our supply chain is free of any slavery and / or human trafficking. We will not knowingly support and / or do business with any suppliers who are involved in slavery.

ISIS Fluid Control Ltd aims to identify and eradicate any slavery risks.

- Communicate to potential key suppliers / clients that we have a zero-tolerance policy with regards to slavery (by publishing this policy).
- Only work with clients committed to be free from modern slavery.
- Ensure that all their representatives (including employees, agents, suppliers and subcontractors) conduct business with this in mind.


To enable us to do this we shall ensure that any highly suspected modern-day slavery is reported to the police and / or relevant authorities.

We recognise that our employees and clients play an integral part in the provision of this and undertake to provide such information, training and supervision as they need for this purpose. In addition, we shall consult with our employees and clients on matters affecting them.

This policy will be kept up to date particularly as the business changes in nature and size. To ensure this, the policy and the way in which it is operated, will be reviewed and re-signed every year.

Review

This policy will be annually reviewed by Dan Stafford to ensure that it remains up to date and reflects the needs and practices of the organisation. The policy may also be reviewed if legislation changes or if monitoring information suggests that policy or practices should be altered.

Signed on behalf of:	ISIS Fluid Control Ltd		
Dan Stafford			
Managing Director		Date:	31st January 2025