



Terasaki Electric (Europe) Ltd

**Anti-Slavery
Policy**

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Aims of this policy

This policy supports our commitment to limiting the risk of modern slavery occurring within our own business or infiltrating our supply chains or any other business relationship.

The policy applies to all persons working for or on our behalf in any capacity, including employees, directors, agency workers, contractors, consultants and any other third party representative.

We expect all who have, or seek to have a business relationship with the company to familiarise themselves with this policy and to act at all times in a way that is consistent with its values.



T Craig

Managing Director

Date Reviewed: 1st August 2024

What do we mean by modern slavery?

Modern slavery can take many forms. It is a complex and multi-faceted problem. The MSA covers four criminal activities:

Slavery: where ownership is exercised over an individual

Servitude: involves the obligation to provide service imposed by coercion

Forced and compulsory labour: all work or service, not voluntarily performed, which is obtained from an individual under the threat or force or penalty .

Human trafficking: involves arranging or facilitating the travel of another with a view to exploiting them.

All forms of modern slavery have in common the deprivation of a person's liberty by another in order to exploit them for commercial or personal gain and amount to a violation of an individual's fundamental human rights.

Tackling modern slavery requires us all to play a part and remain vigilant to the risk in all aspects of our business and business relationships.

How we seek to embed our anti-slavery policy in practice

Where appropriate we will engage with suppliers in respect of our anti-slavery policy to gain proper understanding of the measures they have in place to ensure that modern slavery is not occurring within their own businesses.

Responsibility for this policy

The BOM has overall responsibility for this policy and in ensuring that the company complies with all its legal obligations.

The Human Resource Manager will have the primary day-to-day responsibility for the implementation of this policy, monitoring its use and ensuring that the appropriate processes and controls systems are in place, and amended as appropriate, to ensure it can operate effectively.

All line managers are responsible for ensuring that those reporting directly to them comply with the provisions of this policy in the day to day performance of their roles.

Communication and employee awareness

The Human Resource Manager will ensure that all relevant staff receive adequate training on this policy. Such training forms part of the company's induction processes.

Breaches of this policy

Any breaches of this policy will be taken seriously and dealt with on a case by case basis.

The breach of this policy may lead to disciplinary action being taken in accordance with our disciplinary procedure. Serious breaches may be regarded as gross misconduct and may lead to immediate dismissal further to our disciplinary procedure.

Everybody who this policy applies will be expected to co-operate to the fullest extent possible in any investigation into suspected breaches of this policy or any related processes or procedures.

If any part of this policy is unclear, clarification should be sought from the Human Resource Manager

Status of this policy

This Anti-slavery policy will be reviewed by the Board of Management on an annual basis.

This policy does not give contractual rights to company employees and we reserve the right to alter any of its terms at any time.

Policy Information

QHSE Standards Reference: BS EN ISO 9001:2015 (7.0 Support- Resources)

Document Title: Terasaki Electric (Europe) Ltd Anti-Slavery Policy

Process Objective: This document details the Company Policy in relation to Anti-Bribery and Corruption

Process Owner: HR Manager