



Modern Slavery Policy

Spectrum Hose Limited ("SHL") considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

SHL acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. SHL understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

SHL does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to SHL in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. SHL strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation.

SHL considers that it has minimal exposure to the risk of slavery and human trafficking due to the nature and location of its offices and key supply chains.

In accordance with section 54(4) of the Modern Slavery Act 2015, SHL undertakes due diligence on all suppliers to ensure that modern slavery is not taking place.

Unit 5 Desborough Industrial Park, Desborough Park Road,

High Wycombe, Bucks, HP12 3BG

Tel: 01494 524332

www.spectrum-hose.co.uk



ISO9001:2015

CERTIFICATE NO:13080



ISO14001:2015

CERTIFICATE NO:3560



SHL has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery. Where such an instance is found to have occurred the relationship will be terminated immediately.

Additionally, SHL maintains a whistle blowing policy, corporate & social responsibility policy and diversity & equality policies as well as a remuneration policy providing for fair and transparent methods for existing and prospective staff pay.

To ensure adherence to SHL's commitments set out in this statement, ongoing monitoring of suppliers will be undertaken ensuring reference is made to adherence to the Modern Slavery Act in supply contracts.

Board review of SHL's Corporate and Social Responsibility policy will also contribute to the compounding of this statement into SHL's culture.

Paul Rutter

Managing Director

Most recent review of this policy 28/06/2024

Unit 5 Desborough Industrial Park, Desborough Park Road,

High Wycombe, Bucks, HP12 3BG

Tel: 01494 524332

www.spectrum-hose.co.uk



ISO9001:2015

CERTIFICATE NO:13080



ISO14001:2015

CERTIFICATE NO:3560