



Hawksley and Sons Ltd
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Director
Maurice Gale
Established 1869
Reg. No. 1503795

Human Trafficking & Modern Slavery Policy

Hawksley & Sons Ltd.

Hawksley & Sons work from the principle that everything we do should aim at improving the quality of life for all our stakeholders. Whether this is manufacturing quality medical equipment that enables our customers to save more lives or ensuring that we maintain ethical business practices that mitigate suffering.

Hawksley's small but extremely dedicated group of employees all want to address these issues and implement robust strategies to make sure that Hawksley and its suppliers are united against the risks of modern slavery and human trafficking.

Due Diligence & Supply Chains

- In order to assess the risk of modern slavery in its Supply Chain, Hawksley & Sons carries out comprehensive risk assessments for all of its suppliers, which we support with audits that are carried out on our supplier's production sites.
- Our long-term goal is twofold. We want to extend our materials mapping from outside of our own production, to also encompass our suppliers. Which means understanding exactly where every component of our supplies come from, from primary materials to its delivery to the customer. There is a desire for suppliers to adopt Hawksley's values of improving lives, which can be achieved by continuing an honest, open and valued distributor for our suppliers, in order to help our suppliers, recognise that Hawksley equally have demands for integrity, honesty and a commitment to a better world.

Child Labour, Forced and Under-paid labour, and Human Trafficking

- Hawksley & Sons will not work with any supplier that employs, or has had a history of employing, under-age labour, forced-labour, or under-paid labour as described in the Minimum Age Convention 138, Worst Forms of Child Labour Convention 182, Article 2 of the Forced Labour Convention 29, and Article 1 of the Abolition of Forced Labour Convention 105.
- We adhere to the terms set out in the California Transparency in Supply Chains Act (2010), California Civil Code (section 1714.43) and the UK Modern Slavery Act (2015).





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- Hawksley does not tolerate any form of slavery and trafficking and will act quickly and forcefully if practices violating the aforementioned acts are encountered. Ensuring appropriate steps are taken to identify and tackle any forms of modern slavery.
- If any member of staff is found to breach this policy, appropriate measures will be taken.

Future Aims

- Hawksley & Sons will continue to be committed to ensuring that there is no place for modern slavery and human trafficking at any echelon of our organisation.
- We will ensure that we integrate the best current practices, work with our supply chain partners and become increasingly rigorous in our due diligence processes.
- The policy is to be reviewed annually to assess and refine to follow best practice.

Support

If you believe you are a victim of human trafficking or modern slavery, please contact:

Modern Slavery Helpline: 080 0012 1700

(Open 24 hours a day, 365 days a year)

[Report Modern Slavery Online](#)

Victim Support Helpline: 080 8168 9111

[Victim Support website](#)

