

## Modern Slavery Act 2015

### Modern slavery and human trafficking statement

#### **Introduction**

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Signatrol Limited's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> March 2020.

#### **Organisational structure**

We are a provider of data logging hardware, software and services including calibration primarily but not exclusively for the food and pharmaceutical sectors.

Signatrol has a single office located in Tewkesbury, Gloucestershire. There are currently eight employees involved in everything for the design, production and sales and marketing of data logging products and service. Signatrol operates in all countries world wide

We have a global annual turnover of approximately £0.5m.

#### **Our supply chains**

Our supply chains include:

The supply of electronic components from UK & Overseas companies

The supply of data logging products from USA companies

The supply of office consumables from UK companies

#### **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

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Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk we request all suppliers consider modern slavery and human trafficking and provide us with their statements.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

## **Supplier adherence to our values**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme via audits and the requirement to provide modern slavery and human trafficking statements.

We have a dedicated compliance team, which consists of representatives from the following departments:

- Accounts
- Quality
- Procurement
- Sales

The compliance team is led by Brian Turner.

## **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also require our business partners to provide training to their staff and suppliers and providers.

## **Our effectiveness in combating slavery and human trafficking**

Signatrol shall: (i) comply with all relevant Law and Guidance and shall use Good Industry Practice to ensure that there is no slavery or human trafficking in its supply chains; and (ii) notify the Authority immediately if it becomes aware of any actual or suspected incidents of slavery or human trafficking in its supply chains;

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## Further steps

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to ensure all suppliers provide annual statements on modern slavery and human trafficking.

Our terms of sale and purchase require all parties to ensure its operations and supply chains are slavery and trafficking free.

Any breaches of this policy may result in The Company taking disciplinary action against individual(s) and/or terminating its relationship with any organisation or supplier.



Martin Westover

Operations Director

Signatrol limited

Date: 08/01/2020

