



# **Human Rights, Modern Day Slavery and Labour Standards Policy**

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# Anti Slavery Policy

## 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 to exploit them for personal or commercial gain.

Motion Control Products has a zero-tolerance approach to modern slavery, and the Company is committed to acting ethically and with integrity in all our business dealings and relationships to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. We will not knowingly use those companies that use forced labour or child labour, knowingly or unknowingly, and we will not maintain relationships with those suppliers that endorse, use or support any of the forms listed above be that knowingly or not.

## Human Rights

Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

Motion Control Products will stand by the definitions outlined by the Human Rights Act 1998 and we expect all our suppliers and contractors to abide by the same or their local legislation. Such alternative legislation will not be agreed as relevant if in direct contrast and disagreement with the Human Rights Act 1998.

## Modern Day Slavery

Motion Control Products are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, under the Modern Slavery Act 2015. We expect the same high standards from all our contractors, suppliers and other business partners. We will include specific prohibitions within our contracts against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Motion Control Products expects all of its suppliers to submit policies or controls that are in place for evidencing concerns regarding Modern Day Slavery and Human Trafficking. Such documentation to be requested before partnership or at any time during the working relationship with Motion Control Products. Documentation supplier prior to a working relationship or during the same will be assessed against the Human Rights and Labour Standards outlined below on a regular basis and should they have any questions on the same these will be identified.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

## Labour Standards

There are four core labour standards as defined by the International Labour Organisation (ILO) and Motion Control Products support their definition and every employee's right to the same. There are more standards in place and identified by the ILO but the main core are as follows: -

- Freedom from forced labour
- Freedom from child labour
- Freedom from discrimination at work
- Freedom to form or join a union and bargain collectively

The above outline the minimum labour standards expected from Motion Control Products as an employer and with those that we form a working relationship with. Should it come to light that any

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person or company that Motion Control Products has a working relationship with is in direct contradiction or abuse of any or all of the labour standards and/or are incriminated in anything related in a negative way to modern day slavery or human rights then Motion Control Products will cease all work, contracts, negotiations and relationship with the same.

## Responsibility For the Policy

This policy does not form part of any employee's contract of employment, and Motion Control Products reserve the right to amend it at any time.

The Company has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The Company has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

All staff are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to the Operations Director.

## Compliance With the 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.

Directors and Employees are required to avoid any activity that might lead to, or suggest, a breach of this policy.

All must notify the Operations Director as soon as possible if it is believed or suspected that a conflict with this policy has occurred or may occur in the future.

Motion Control Products encourages concerns to be raised about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

The welfare and safety of local workers is a priority and Motion Control Products will give support and guidance to our suppliers to help them address coercive, abusive and exploitative work practices in their own business and supply chains where possible.

Any uncertainty about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery should be raised to the Operations Director.

Motion Control Products aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

Motion Control Products are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

Detrimental treatment includes but is not limited to dismissal, disciplinary action, threats, or other unfavourable treatment connected with raising a concern.

Our zero-tolerance approach to modern slavery will be communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced as

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appropriate thereafter.

## **Breaches Of This Policy**

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

## **Implementation, Monitoring and Review of this Policy**

This policy will take effect from 1<sup>st</sup> August 2023. The Managing Director has overall responsibility for implementing and monitoring this policy, which will be reviewed on a regular basis following its implementation and may be changed from time to time.