

# Modern Slavery Statement

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<b>Document Name</b>	Modern Slavery Statement
<b>Document Number</b>	CMT35008
<b>Purpose</b>	To set out CMT Group's zero-tolerance of modern slavery and commitments to integrity
<b>Connecting Documents</b>	CMT35005, CMT35021
<b>Revision Number</b>	3.0

## Scope

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that CMT Group has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. CMT Group has a zero-tolerance approach to any form of modern slavery.

We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery.

## High risk areas and procedures

Overseas suppliers

Subcontracted services, eg manufacturing

- Rigorous vetting procedure prior to supply
- Regular proof of independent audits
- Unannounced visits carried out

## Policies

A number of internal policies are operated to ensure business is conducted in an ethical and transparent manner. These include:

1. Anti-slavery policy (CMT35021).

This policy sets out CMT Group's stance on modern slavery and explains how employees can identify any instances of this and resultant actions they should take.

2. Recruitment policy (CMT35023).

This is a robust policy covering a variety of issues, including eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

3. Whistleblowing policy (CMT35022)

This policy advises how employees should raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisal.

4. Ethical Trading Statement (CMT35005)

This statement explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

### **Supply Chain**

CMT Group operates a preferred supplier procedure and maintains a preferred supply list, with due diligence conducted on all suppliers before allowing them to join the supply chain.

This includes self-certification, online searching, and where relevant onsite audits, to ensure the organisation concerned has never been convicted of offenses regarding modern slavery, and to review working conditions. Every supplier is rated according to our risk rating and must complete our PQQ and be scored accordingly. Low-scoring suppliers will be removed from our approved supply list. This risk rating includes type of goods, country of supplier and value of supply.

All members of our supply chain are required to confirm that no part of their business operations contradicts this policy.

Suppliers are also required to confirm and prove that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own supply chain to account regarding modern slavery
3. UK suppliers: they pay their employees at least the national minimum wage/national living wage
4. International suppliers: they pay their employees any prevailing minimum wage applicable within their country of operations

If any instances of modern slavery come to light, CMT Group reserve the right to terminate contracts with any suppliers.

**Training**

Regular training is conducted for procurement personnel to ensure they understand the signs of modern slavery, and resultant actions to take if they suspect it is taking place.

**Key Performance Indicators**

We will know the effectiveness of these steps if:

1. No reports are received from employees, the public or law enforcement agencies to indicate modern slavery practices have been identified.
2. Independent audits and unannounced reviews find no evidence of modern slavery practices.
3. All suppliers provide concrete proof of action taken to prevent modern slavery practices.

<b>Date</b>	26/04/2024
<b>Review Date</b>	26/04/2025
<b>Signed</b>	
<b>Position</b>	General Manager