



ERIKS UK HOLDINGS LIMITED AND ITS SUBSIDIARIES ("ERIKS")

SLAVERY AND HUMAN TRAFFICKING STATEMENT IN RESPECT OF THE FINANCIAL YEAR ENDED 31ST DECEMBER 2017

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps ERIKS has undertaken and will continue to take to ensure that modern slavery and human trafficking is not taking place within its business or supply chains.

ERIKS has a zero tolerance approach to modern slavery and human trafficking and is committed to acting ethically and with integrity in all business dealings and relationships and to implementing and enforcing effective systems to ensure modern slavery and human trafficking is not taking place within its business or supply chains.

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

OUR ORGANISATION

We are a distributor and supplier of industrial products and services. We are a part of ERIKS Group NV. We have over 1500 employees and we operate in the UK and in Europe.

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. Our UK Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to ensuring slavery and human trafficking is not taking place anywhere in our supply chains. In addition, ERIKS has the following policies and procedures in place to ensure that it is conducting business in an ethical and transparent manner:

- Recruitment - ERIKS conducts robust checks on any new employee including eligibility to work to safeguard against human trafficking or individuals being forced to work against their will. This eligibility check is conducted prior to any offers being made.
- Communicate and sign all employees to our Code of Conduct and Whistle Blowing Policy.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identifying potential risk areas in our supply chains
- Include compliance through Supplier Code of Conduct
- Regularly monitoring potential risk areas in our supply chains

- Protecting whistle blowers through our Whistleblowing policy

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 will be introducing a supplier standard, which will seek to require all new suppliers to meet certain requirements, including in relation to modern slavery.

For existing suppliers, we will be reviewing arrangements with regard to adherence to ERIKS policies, including the UK Anti-Slavery and Human Trafficking Policy.

Our Supplier Code of Conduct is published and referred to in all documentation around supply code.

Our compliance team consists of involvement from the following departments:

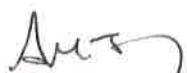
- Legal
- Human Resources
- Procurement
- Ethics & Compliance

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide training to our staff as necessary. The UK Anti-Slavery and Human Trafficking Policy is published on our intranet, is included in induction and forms part of the employee on-boarding pack. We will also request our business partners provide training to their staff and suppliers and providers.

All managers will have the day-to-day responsibility for the implementation of this policy, monitoring its use and ensuring the appropriate processes and control systems are in place and amended as appropriate, to ensure it can operate effectively.

APPROVAL FOR THIS STATEMENT

This statement was approved on behalf of ERIKS UK Holdings Limited on 19th July 2018:



Andrew Fitchford
Director and Chief Financial Officer