

## 1.24 MODERN SLAVERY ACT 2015

The Modern Slavery Act is a global-leading piece of legislation. It sets out a range of measures on how modern slavery and human trafficking is dealt with in the UK. The Modern Slavery Act came into force in October 2015.

A business must comply if it meets the two criteria below. These rules apply to public and private companies, and partnerships, wherever they are incorporated or formed and in whatever sector they operate.

1. Global turnover of over £36m; and
2. Conducts business, or part of a business, in any part of the United Kingdom.

Examples of modern slavery and/or human trafficking are:

- Exploitative practices.
- Absence of remuneration.
- Abuse of local employment law.
- Forced or compulsory labour.
- Exploitation of migrant labour.
- Detention of labour.
- Child labour.

### Statement

The Act requires compliance from companies with the above criteria.

Although Critical Flow Systems Ltd does not have to comply with the Act, Critical Flow Systems Ltd is committed to demonstrating good Corporate Social Responsibility and has therefore decided to implement a Modern Slavery arrangement.

Critical Flow Systems Ltd is committed to meeting the requirements of the Modern Slavery Act 2015.

We are strongly opposed to modern slavery and human trafficking in our business operations and supply chains.

To be trusted to do the right thing is one of the core values of our company.

We would never knowingly engage with suppliers or contractors involved in modern slavery or human trafficking.

Critical Flow Systems Ltd will take reasonable steps to ensure compliance within our business activities and supply chain.

### What we are doing.

Our Anti-Slavery arrangement sets out Critical Flow Systems Ltd commitment to acting ethically and with integrity in our company and supply chain, and the safeguards we have implemented within Critical Flow Systems Ltd and our suppliers and contractors to comply with the Modern Slavery Act 2015.

Critical Flow Systems Ltd will demonstrate our commitment by undertaking and providing the following:

- Provide training and awareness to all staff.
- Require employees to understand the implications of the Act and our arrangement.
- Provide fair terms and conditions of employment.
- Provide fair rates of remuneration.
- Provide clean, healthy and environmentally friendly working conditions.
- Encourage staff to come forward if they have any concerns related to the Act either within the company (CFS) or in our supply chains.

Rev	Details	Issue Date	Issue Number	Originator	Page
Version – 4.3	Health & Safety Arrangements	11/08/2017	2	Mr P Brookbank	49