

### Document Number

**PM015**

### Document Title

**Modern Slavery Policy**

### Control Record

Rev	Date	Change Description	Author	Checked By	Owner Approval
01	July 2021	Inception	C Henderson	E Colver	E Colver

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## **MODERN SLAVERY**

Modern slavery is an international crime and violation of fundamental human rights. Metrol Technology (“Metrol”) is committed to conducting business ethically, with integrity, and in compliance with all applicable legislation. As such, Metrol acknowledges responsibility to comply with all principles of the UK Modern Slavery Act 2015 and to implement appropriate measures to ensure that its own business and its supply chain are free of modern slavery.

### **Metrol’s Employees**

Metrol has procedures in place pertaining to its employment practices, in accordance with applicable Employment Law. Metrol’s personnel are almost entirely directly employed, and relevant checks are conducted on all employees prior to commencement of employment to ensure right of work and compliance with Modern Slavery Legislation.

The prevention, detection and reporting of modern slavery in any part of Metrol’s business or supply chain is the responsibility of all those working for Metrol, therefore all employees must read, understand and comply with this policy, and avoid any activity that might lead to a breach of this policy. Employees are encouraged to raise any concerns relating to or suspicions of modern slavery in any part of the business or its supply chain as early as possible, and if any employee believes or suspects that any breach of this policy has occurred or is likely to occur, they must notify their line manager or report it in accordance with Metrol’s Whistleblowing Policy as soon as possible.

### **Metrol’s Supply Chain**

Metrol operates with a supply chain that is worldwide but not reliant on directly importing raw materials or products from countries or companies who would reasonably pose a greater risk of modern slavery. Metrol conducts due diligence on all suppliers it uses and has a strong focus on establishing long term relationships with trusted suppliers who are, whenever possible, located in the UK. As such Metrol is able to maintain a closer sight on its supply chain and perform regular audits, which though largely conducted for quality purposes, also provide insight into supplier working conditions etc.

Each supplier must confirm adherence to Metrol’s policy on Modern Slavery and warrant that:

- a) it has thoroughly investigated its labour practices and those of its direct suppliers to ensure that there is no slavery or forced labour used anywhere in its organisation or used in any of its direct suppliers’ or subcontractors’ organisation;

and

- b) it has put in place all necessary processes, procedures, investigations and compliance systems to ensure that the warranties made above will continue to be the case at all times.

Metrol will not knowingly support or deal with any businesses involved in slavery or human trafficking.