

Modern Slavery and Human Trafficking Statement

May 2022 to April 2023

Introduction

This is the fourth Modern Slavery and Human Trafficking (MSHT) statement CMS Cepcor Ltd has issued and is made pursuant to Section 54 of the Modern Slavery Act 2015.

CMS Cepcor Ltd operates in line with its core values of honesty, respect, integrity, expertise, quality and sustainability. As such, the company has a zero-tolerance approach to modern slavery and human trafficking within both its operations and supply chain.

Structure of the Organisation

CMS Cepcor Ltd primarily operates out of the UK and manufactures and supplies spare and wear parts for rock crushing equipment used in the quarry, waste and mining industries. Exporting to over 100 countries, CMS Cepcor Ltd is the main trading company in a Group owned by CMS Cepcor Holdings Ltd. Other subsidiary companies operate in UK and USA.

Operations 2022-2023

During 2022-2023, the company further expanded its HR team and strengthened its Employee management practices in line with UK regulations, extending these same Standards and practices to our colleagues based overseas. The Company also reviewed its Policy dedicated to tackling Modern Slavery and Human Trafficking in the business. Business activities most at risk of exposure to modern slavery and human trafficking remain the distribution of parts and the supply chain, particularly our small network of overseas suppliers where operations are less regulated and making monitoring visits is more difficult.

Numerous visits to UK suppliers were undertaken, during this period, by the Purchasing team. Additionally, a desk based review of our supply chain was conducted and a risk rating allocated to our suppliers. This risk rating will be used to plan future visits to ensure modern slavery and human trafficking does not exist within our supply chain, with priority being given to those suppliers with the highest risk rating.

In addition to carrying out a review of our supply chain, we have also trained key personnel involved in our supply chain in modern slavery and human trafficking so they are able to identify any potential modern slavery and/or human trafficking within our supply chain.

As part of our ongoing commitment to continuous improvement, the company regularly reviews its activities and documents concerns via its certified reporting channels. Reports raised by third parties either via the company website or directly to a member of staff (including anonymously) are immediately investigated by Senior Management and logged, along with any actions taken, via our existing ISO9001 certified Quality/Process Control system.

Actions 2023

CMS Cepcor Ltd is committed to responsible and sustainable operations and, during 2023, will continue to strengthen our operational Policies, Procedures, documentation and training in line with The Ten Principles of the UN Global Compact.

Reviewed and approved on behalf of the Board of Directors by:

Matthew Weare

Group Chief Executive Officer

26th September 2023

Modern Slavery and Human Trafficking Policy

CMS Ccepcor Ltd

1. CMS Ccepcor Ltd has a zero-tolerance approach to Modern Slavery and Human Trafficking.
2. CMS Ccepcor Ltd (*"the Company"*) is committed to ensuring there is no Modern Slavery or Human Trafficking within its operations and supply chain.
3. All Managers and relevant staff shall receive training on modern slavery and human trafficking and will include:
 - the Company's expectations of its employees,
 - the Company's expectations of its operations and those of its suppliers and distributors;
 - how to recognise potential incidents and,
 - how to report any incident or concerns.
4. The Company shall only source goods and services from responsible, reputable suppliers/operators and will monitor their performance to ensure they meet the Standards expected by us and by our customers.
5. The Company operates a system for reporting any concerns re operational conduct (including within our supply chain) and particularly with reference to modern slavery and/or human trafficking. All reports shall remain anonymous where requested. Reports can be made in person, on paper, via our company website or via telephone.
6. All reported incidents (both internal and external) will be fully investigated with all recommendations for improvements implemented.
7. All breaches of the Company's expected operational conduct will be dealt with appropriately. This may include reporting to the appropriate authorities.
8. The Company has adopted The Ten Principles of the UN Global Compact in its day-to-day business.
9. The Company will conduct an annual review of its operational policies and practices to ensure they are compliant with Regulations and are fit for purpose.
10. The Company will issue an annual anti-slavery and human trafficking statement each year and publish it on the company website.