

Modern Slavery and Human Trafficking Statement 2023 for STAUFF UK Limited

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken to minimise the risk of modern slavery in our business and supply chains.

Introduction

STAUFF UK is committed to preventing slavery and human trafficking occurring in any of its corporate activities. As a distributor of hydraulic components, our products and services are delivered to numerous customers, mostly companies. Our commitment is to ensure that those organisations that we contract with to receive goods and services are aware of our policies in order to comply with the Modern Slavery Act.

This commitment is evident through our company policies, which aim to uphold the highest ethical and professional standards. We ensure the adherence to policy commitments and compliance of current Government legislation and regulations

Our organisational structure and operations

STAUFF UK is a distributor of hydraulic components and assembled packages primarily to the UK and Ireland market with some exports further afield.

STAUFF UK operates in Sheffield, Aberdeen and Lisburn employing approx. 180 staff nationally. STAUFF UK are acting as a Global arm of our parent company, Lukad Holding GmbH & Co. KG, who operate on a worldwide basis. In doing so we adhere to the LUKAD policies along with all local Government guidelines.

The vast majority of our suppliers and contractors are based in the UK or the EU.

Our commitment to the principles of the Modern Slavery Act 2015

STAUFF UK is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves and as such the company has an established whistle-blowing policy which all staff can access alongside all other company policies.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK, and where applicable subject to DBS checks in order to safeguard employees and apprentices from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our contracts with our suppliers & customers allow us to terminate for convenience under a wide ranging all-encompassing reputation damage contract clause which covers those to be found in breach of the modern slavery act.

Much of the supply chain is engaged on their terms & conditions, although modern slavery and anti-bribery elements are incorporated into the award of new or renewing contracts.

With laws on Labour STAUFF UK expect all our suppliers to fully comply with the principles laid out in the Company Code of Conduct.

Policies relating to slavery and human trafficking

The Labour Law principles as defined in the company code of conduct have been distributed to all staff and is available centrally upon request.

It reinforces our commitment to implementing and enforcing effective procedures and controls, minimising the risks of human trafficking and other modern slavery practices from infiltrating our business operation.

Due to the nature of our business along with controls in place we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Future actions

We aim to take the following further steps over the course of the next financial year ending December 2023:

- Ensure that our largest suppliers which cover circa 80% of our spend issue STAUFF UK with an up to date modern slavery statement.
- Sample check a number of smaller suppliers based on risk identification to ensure adherence to the Modern Slavery Act.
- Ensure all company policies are reviewed to ensure, where appropriate, cross reference to the company anti-slavery policy.
- Establish a supplier (and any other relevant) code of conduct to include among other things an expectation of compliance with the Modern Slavery act and anti-bribery act.

This statement has been approved by the Executive Board of Directors and the actions contained herein.

This statement has been approved by John Morris, Managing Director for the financial year ending 31 December 2023.

This statement will be reviewed and updated every year.

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