

Camfil Ltd

Modern Slavery Act 2015 - 2024 Statement

Modern day slavery is a growing issue worldwide and Camfil Ltd has a zero tolerance approach across all of our operations and supply chain. We need to be alert to the risk and encourage all our staff and supply chain to report any concerns immediately. We encourage respect and openness throughout our business platforms.

Camfil - Who we are

Camfil Ltd is a manufacturing company which has been operating in the UK since 1978. The UK head office and main production facility is based in Haslingden, Lancashire and we have a further production facility based in Gillingham, Kent. We employ 255 people in the UK over both production sites and we are a leading manufacturer of Clean Air products and solutions. Camfil Ltd is proud to be an organisation that puts people at the centre of everything we do. We are firmly committed to employee well-being, professional development and workplace health and safety. We value the unique contributions that each employee brings to the workplace.

Globally Camfil was founded in 1963 and has its headquarters located in Stockholm Sweden. It has 30 manufacturing sites and 6 research and development centers around the world and has over 5700 employees worldwide.

At Camfil, we believe breathing clean air should be a human right and we offer a wide range of premium clean air solutions for commercial and industrial air filtration, air pollution control and turbomachinery applications. Clean air improves worker and equipment productivity, minimises energy use, and benefits human health and the environment. Through a fresh approach to problem-solving, innovative design, precise process control and a strong customer focus we aim to conserve more, use less and find better ways – so we can all breathe easier. Our mission is to protect people, processes and the environment by defining, developing and delivering solutions that combine clean air with energy efficiency in a sustainable and profitable way.

For Camfil, responsible acting means that we conduct our business in a manner that is fair, reliable and transparent. That includes what is commonly referred to as compliance - full observance of all applicable laws, internal regulations and binding voluntary commitments. Camfil operates to the highest standards and has policies in place governing our behaviour both internally and externally. We want it to be clear to everyone doing business with Camfil that they must avoid any behaviour in conflict with Camfil values.

Camfil take modern day slavery and human trafficking extremely seriously . We are fully committed to taking action to combat modern day slavery and human trafficking and also to uphold human rights across all of our business and our supply chain. Knowing our supply base is fundamental to our business to ensure that we ensure that we approach the issue of dealing with modern day slavery and human trafficking.

Our Policies - Suppliers

We require all of our suppliers to comply with our Business Partner Code of Conduct. Our Business Partner Code of Conduct covers Business Ethics, Human & Labour Rights, Health & Safety, Environment, Audit and Compliance.

We will only work with suppliers who provide their employees with a safe and healthy working environment. Suppliers must conform to the labour and health laws of the country of manufacture as a minimum. Our suppliers shall recognise the dignity of the individual. They shall not use slavery, involuntary prison or forced labour. They will afford the rights of lawful free association and collective bargaining to all employees and the right to a workplace free of harassment, abuse, degrading treatment or corporal punishment. They will respect their employees private and family life and their right to freedom of thought, conscience and religion.

Suppliers to Camfil Ltd who are covered by our code of conduct include the following

- All Camfil companies based outside the UK
- Suppliers of raw materials and finished goods. These are mainly based in both the UK and Europe but we do also have suppliers based in USA and China.
- Suppliers of subcontract and agency labour in the UK
- Suppliers of business services and overhead costs. There are mainly products and services received in the UK but can occasionally involve overseas suppliers.

For supplier of products and services - our top 80% of suppliers by purchase value are required to confirm compliance to the Camfil Business Partner Code of Conduct. The remaining 20% of suppliers are where we have minimal ad-hoc spend and conduct a supplier appraisal process. Consequently we consider the risk of modern day slavery and human trafficking to be very low with these suppliers.

For subcontractors and suppliers of labour – all suppliers are required to confirm compliance to the Camfil Business Partner Code of Conduct. For suppliers of labour the supplier appraisal process incorporates a check that the supplier is registered as a licensed labour provider with the Gangmasters & Labour Abuse Authority.

All of our existing suppliers have been contacted by our supply chain department to obtain their commitment to the code of conduct. If we bring any new suppliers into the business we request their commitment as part of our supplier onboarding process. Every 3 years we revisit a supplier and request an updated commitment to the code of conduct. For those suppliers where we have requested that they formally commit to the code of conduct but they fail to do so, we do not place purchase orders with them. All records of supplier correspondence and commitment are maintained by our Supply Chain department.

Our Policies – Employees

Camfil has a Employee Handbook which includes all policies relating to work environment. These policies, including a Code of Conduct for Employees, are issued to all staff as part of the onboarding process. We have raised awareness in our workforce of modern slavery and human trafficking so that employees are aware of the issues and can identify the signs of labour exploitation.

All existing staff have been shown the recommended training videos “What is modern slavery?” “GLAA What are you doing” and “Modern Slavery - Do The Right Thing” from the Gangmasters & Labour Abuse Authority. They have been provided with associated handouts for reference. These materials both now form part of our onboarding process for all new employees.

All employees are aware of the internal reporting process if they have any concerns around modern slavery and human trafficking and this is outlined in the Modern Slavery handouts given at onboarding.

Due Diligence

Our internal SHEQ team are fully trained on internal audit processes and operate i-audit. We use this software package to audit our internal compliance with our obligations under the Modern Slavery Act 2015.

Every six months the SHEQ team will undertake the following:

- They will perform a check that the Supplier Code of Conduct has been signed and returned as required.
- They will check that all employees have seen the GLAA training videos and been given the associated handouts.
- They will check that we have performed the additional license checks on suppliers of labour and they will audit the documentary and visual evidence of any individuals who are employed via an employment agency or external supplier of labour.

The audit process supports and facilitates our commitment to continued improvement of our production facilities. If an issue is raised during an audit process then the SHEQ team will work closely with our internal supply chain and HR departments and the external supplier to ensure a prompt resolution.

Our Commitment

We will continue to work alongside our suppliers and the management team at both UK production facilities with regard to modern slavery and are committed to continuously review and improve our procedures to prevent modern day slavery in our business.

David Moulton
Managing Director
Camfil Limited
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