



Modern Slavery Act Statement

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.

SMS Electronics Limited are registered with the UK governments Modern slavery statement registry service

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. The Company has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Organisational structure and operations

SMS Electronics is one of the UKs leading independent Electronic Manufacturing Services providers and has business operations based in Nottingham in the United Kingdom

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.

The majority of our suppliers and contractors are based in the UK and European Union and comply with policy for modern slavery.

Communication and Awareness

Our commitment to this statement is reflected in our visions and values which has been rolled out to staff via workshops and forms part of the induction process for all individuals who work for the company. Policies covered:

- Modern Slavery
- Bribery and Corruption Policy
- Corporate Social Responsibility Policy
- Grievance Policy
- Harassment and Bullying Policy
- Equal Opportunities policy

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK,

The company's zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Current action

We aim to take the following further steps over the course of the next financial year ending September 2024:

- Sample check a number of smaller suppliers based on risk identification to ensure adherence to the Modern Slavery Act
- Embed Modern Slavery as an element of our new starter induction process and refresher training for staff
- Include adherence to the Modern Slavery Act in our new vendor selection criteria
- Check our overseas suppliers for adherence to the Modern Slavery act

Breaches of this statement

Any employee who breaches this statement will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. The company may terminate its relationship with other individuals and organisations working on its behalf if they breach this statement.

Approval

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain to comply with and uphold these values. All new suppliers are verified before we begin a relationship with them and our key suppliers are reviewed in every business against defined criteria, which includes committing to the same business standards we ourselves uphold. Where applicable, we also carry out necessary supplier audits.

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

Andrew Maddock

Managing Director