Modern Slavery and Human Trafficking Statement

HELLER

This statement is made on behalf of Heller Machine Tools pursuant to the section 54(1) of the Modern Slavery Act 2015 and encompasses our slavery and human trafficking statement.

We are part of a group with our Head office being based in Germany.

OUR BUSINESS

Is the assembly of high-quality CNC machines, their sale and on-going service.

We employ in the UK, more than 130 staff and are confident that our own operations are free of modern slavery, forced labour and human trafficking.

OUR SUPPLY CHAINS

The relationship with our suppliers has been recognised over some years and is built upon jointly beneficial factors. Our Head office create, negotiate and have access to a series of frame contracts- umbrella agreements put in place with a group of suppliers who fit certain criteria and in agreement with the REACH regulations.

We have a team of procurement specialists, both in Germany and the UK, handling procurement processes. The suppliers we use to deliver our activities, and our own operations, are primarily EU-based.

To date we have not been made aware of any human trafficking or slavery activities within the supply chain. However, if any were highlighted to us, we would act instantly in accordance with our legal and moral obligations.

OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in our business relationships and to implementing and enforcing effective systems and controls to guarantee slavery and human trafficking is not taking place anywhere in our business and in our supply chains.

Employees are free to choose to work for the Company and to leave the Company upon reasonable notice.

All employees are provided with a clear contract of employment, which complies with local legislation.

All employees are treated in a fair and equal manner and with dignity and respect.

All related laws and industry standards on employee wages, benefits, working hours and minimum age are adhered to. No young person is employed below the age of 16.

All slavery and human trafficking laws must be complied with including, but not limited to, the UK Modern Slavery Act 2015.

We rely on our suppliers ensuring their business operations are free from slavery and human trafficking practices whether in the UK or elsewhere, both internally and with their supply chains and other external business relationships.

Policies in place are –

- Whistleblowing policy
- Modern slavery policy

- Pay policy
- Holiday policy
- Health and Safety policy
- Harassment and Bullying policy
- Anti-bribery policy

All of these policies are available upon request.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify risk and mitigate against such risks we nominate senior representatives of the business unit, who in turn report to the Directorate.

We have in place systems across our business; our trading partners; and our supply chains to:-

- Identify inappropriate employment practices.
- Identify and assess other potential risk areas.
- Regularly review our existing supply chains
- Protect whistle-blowers.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we operate in line with principles of responsible sourcing, including paying employees at the prevailing minimum wage applicable within their relevant country of operations.

TRAINING AND AWARENESS

All staff within Heller Machine Tools Ltd are required to comply with all laws and act in accordance with local guidelines and regulations and act with integrity and honesty. We have undertaken to review our policies and procedures to ensure our colleagues have access to any additional information and support they may require with regard to human trafficking, forced labour, servitude and slavery. This subject forms part of the induction process.

SIGNED: Julie Dyer

POSITION: Director

For and on behalf of Heller Machine Tools Ltd