



## **Modern Slavery and Human Trafficking Statement 2021**

### **Introduction**

This statement is made by Nifco UK Ltd. pursuant to section 54 of the Modern Slavery Act 2015 (the MSA) to describe actions that we took during 2018 to help ensure that slavery and human trafficking are not taking place in our business or our supply chain and covers the financial year from 1<sup>st</sup> January 2021 to 31<sup>st</sup> December 2021 (the Financial Year).

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. 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.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners and we expect that our suppliers will hold their own suppliers to the same high standards.

We believe that the risk of slavery and human trafficking in our own business and supply chain is low. We have robust human rights and employment policies and employ rigorous hiring procedures. Additionally, the complex and specialised nature of our business requires workers with a high degree of technical expertise and competency, making slavery and human trafficking within our organisation unlikely.

### **Our Business**

Nifco UK is a manufacturer of plastic injection mouldings with 480 employees, predominantly for the automotive industry, we operate from 2 factories from our head office site in Eaglescliffe, we supply to a number of OEM manufacturers globally.

### **Nifco UK policies relating to slavery and human trafficking**

The Company is constantly developing policies that make clear what the expectations of the business are, what employees should be vigilant of and how any concerns both inside and outside of our business should be reported.

This policy sits alongside our whistleblowing and equal opportunities policies.

### **Supply Chain Management**

Nifco UK Ltd sources products from a number of global locations, mainly for raw materials, components used in the manufacturing process and equipment.



As part of our initiative to identify and mitigate risk, and our process for contracting with suppliers, we include stipulations prohibiting the use of staff held in slavery, servitude, forced and compulsory labour and human trafficking. We expect our contractors, suppliers and business partners to uphold the same high standards in their business practices.

Where any of the company's partners in the supply chain themselves partner with companies who operate in countries that are potentially associated with slavery or forced labour, we ensure they are certified to ISO 9001 and operate in accordance with the ethical requirement of the accreditation.

We encourage all employees, customer and business partners to report any concerns they may have within their own organisation or that of their supply chain, this sits alongside our whistleblowing policy making it easy for employees to make confidential disclosures without fear of retaliation. To ensure all supply chain partners and contractors comply with our values, we have a supply chain compliance programme in place, any violations by suppliers will lead to termination of the business relationship

## **Recruitment**

We ensure that all our recruitment is conducted with sufficient controls to ensure employees have the right to work and are protected by employment legislation, this includes checking visas and Passports.

Young and inexperienced can be employed or offered work experience, but they enjoy the rights and protection that we afford all employees.

Our approach to combatting modern slavery in our business and in our supply chain is continually evolving. We are committed to making progress and increasing and improving the effectiveness of our efforts year on year.

For and on behalf of Nifco UK Ltd.

A handwritten signature in black ink, appearing to be "James Casey". The signature is written in a cursive style with a long horizontal stroke extending to the right.

James Casey  
Managing Director