



Slavery and human trafficking statement

Issue 1

01 December 18

Slavery and human trafficking 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 ensure that our business as well as our supply chains are free from slavery and human trafficking.

Ansell Electrical Products is a limited company registered 04134581 and Ansell Sales and Distribution is a limited company registered 1638648.

Introduction

Ansell is committed to preventing slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that our supply chains are also free from such practices. Ansell has a zero-tolerance approach to any form of modern slavery.

The aim of the business is to achieve the highest ethical standards in this regard and as a minimum, we will comply with all relevant legislation. We all have a responsibility to be alert to the risks of modern slavery and human trafficking. With that in mind, all employees are expected to report to management any concerns they may have, and managers are expected to act on these concerns without any delay.

Our organisational structure and operations

Ansell is one of the UK's largest providers of lighting products to several markets. We also carry out modification work at our head office site.

We are a part of the Endo Group and our parent company has its head office in Japan. We employ around 160 people and operate predominately in the United Kingdom. Our financial year runs from 01 February to 31 January.

As part of the Endo group we are part of a global network of lighting manufacturers, with over 1496 employees worldwide.

Nature of our supply chains

Our key supply chains involve the manufacturing and testing of luminaires.

To demonstrate our commitment to Ansell's anti-slavery policy, we ensure that our policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

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In addition, all suppliers are made aware that we may terminate their contract at any time should any instances of modern slavery come to light.

Policies relating to slavery and human trafficking

Our Anti-slavery statement and policy reflects our commitment of implementing and enforcing effective procedures and controls to minimise the risks of human trafficking and other modern slavery practices infiltrating our business operations or supply chains and to acting ethically and with integrity in all our business activities and relationships.

We ensure that our suppliers are aware of our policies and take appropriate measures to ensure that our suppliers adhere to the same high standards.

Supply Chain

Our supplier approval process incorporates a review of controls undertaken by that supplier to ensure there is no evidence of slavery or human trafficking. The Company will not support or deal with any business involved in slavery or human trafficking.

Recruitment

We conduct robust checks on any new employee, including eligibility to work in the United Kingdom, to safeguard against human trafficking or individuals being forced to work against their will.

Employment

The Company is committed to complying with Minimum and Living Wage legislation. The Company uses only specified, reputable employment agencies to source labour.

Whistleblowing Policy

The Company encourages all employees, workers and customers to report any concerns related to activities within the business or supply chain. The whistleblowing policy is designed to make it easy for workers to make disclosures, without fear of retaliation.

Due diligence processes in relation to slavery and human trafficking

To monitor and mitigate the risks of slavery and human trafficking occurring within our supply chains we aim to undertake a due diligence processes in relation to all suppliers.



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- Assessing whether or not particular activities, countries or regions are high risk in relation to slavery or human trafficking by conducting audits or assessments.
- Taking steps to improve substandard suppliers' practices, including the provision of advice to suppliers through the audit process and face to face meetings on their premises where practical.
- In addition, suppliers are requested to confirm in writing that they shall adhere to the code of Business Ethics and Conduct.

Staff training

We provide training to key staff to ensure that they understand the risks of modern slavery and human trafficking infiltrating our business or supply chains and effectively operate our policies and procedures aimed at mitigating this risk.

We also require our key suppliers to provide such training to their own staff.

SIGNATURE OF DIRECTOR.....

DATE 5 Feb 19.....