



# SANKO GOSEI UK LTD

## Modern Slavery Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Sanko Gosei UK LTD has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Sanko Gosei UK LTD has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our business

Sanko Gosei UK Ltd is part of the Sanko Gosei global Group. At the core of our business is the operation of cutting-edge injection moulding processes providing a full-service supply to the automotive market supplying exterior, interior and under body components supporting major international OEM's.

### Our high-risk areas

The area's most at risk are the suppliers from locations outside of the UK and EU, where local employment laws may not be as robust with regards to forced labour/slavery. Where possible, our products are sourced from within the UK or EU. As an additional measure we issue all suppliers with a Supplier Manual which contains a code of conduct. This is detailed in the "Our Suppliers" section.

### Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Employee Code of Conduct Policy. This policy outlines our expectations regarding employees' behavior towards their colleagues, supervisors and overall organisation.
5. Ethics Policy. We comply, with laws rules and regulations whenever we do business.

6. Intellectual property policy. The Company is committed to a high level of legal and ethical standards in the conduct of our business.

#### Our suppliers

Sanko Gosei UK LTD operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery and random on-site audits which include a review of working conditions. Our anti-slavery 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.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. For UK based Suppliers they pay their employees at least the national minimum wage.
4. For international suppliers they pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light.

#### Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, in our supply chains and in our business partners, we provide relevant training to our staff.

#### Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

#### Approval for this statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Sanko Gosei's slavery and human trafficking statement and was approved by the Board of Directors.

Name: Wayne Ash.....

Signature.....*Wayne Ash*.....

Date 16<sup>th</sup> November 2020