



NIPPON GOHSEI

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Nippon Gohsei UK Limited is committed to tackling all forms of Modern Slavery and Human Trafficking. We have policies and procedures in place to help identify and eradicate these practices within our business and to reduce and eliminate risks in our supply chain.

Nippon Gohsei UK Limited permanently employs in excess of 100 people in the UK across 2 different locations. We also engage temporary labour at site these sites both directly and via agencies to cover irregular peaks and we outsource other services, such as cleaning, to third party providers.

One of our core values is that we respect and encourage each other, and all Nippon Gohsei UK Ltd colleagues are required to abide by the policy which stipulates that people should be fairly treated. In addition we have developed a specific policy for Modern Slavery and Human Trafficking. New employees as part of their induction are communicated this policy and other colleagues and agency workers are positively encouraged to report hidden cases of labour exploitation including via a confidential "whistle blowing" policy, all of which will be investigated. We have audited both of our manufacturing sites to support compliance with our policy and we intend to continue to audit them bi-annually to maintain focus on this important issue. Nippon Gohsei UK Ltd have also made sure that all of our recruitment and outsourcing partners are aware of and agree to the principles of our policy and we expect them to communicate to us the steps they take within their organisations to prevent Modern Slavery and Human Trafficking.

To mitigate the risk of exploitation throughout our supply chain Nippon Gohsei UK Ltd introduced a questionnaire which is distributed to all suppliers of services and goods and will be audited periodically. The questionnaire is consistent with, and based on, the Modern Slavery and Human Trafficking act 2015.

Nippon Gohsei UK Limited is a member of ConCom and employs the NAECI reimbursement structure for most contract personnel. This body is governed by the National Joint Council for the Engineering Construction Industry which is responsible for ethical business practices in their industry.

To ensure compliance with our policies we maintain a risk based approach to auditing that prioritises our highest risk suppliers. Our policies and practices to address Modern Slavery and Human Trafficking are overseen by our Human Resources department based at Saltend, Hull and is supported by every member of our Executive leadership team. This group reports to our on-site Directors.

Nippon Gohsei UK Limited remains confident that we have the correct measures in place to identify, address and importantly prevent incidences of Modern Slavery and Human Trafficking. We will continue to work closely with our colleagues, contractors, suppliers and business partners to ensure these practises are eliminated from all aspects of our business operations and wider supply chain.

Peter Des Forges, Site Director



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