



NIPPON GOHSEI

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Nippon Gohsei UK Limited is committed to tackling all forms 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 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 Limited 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.

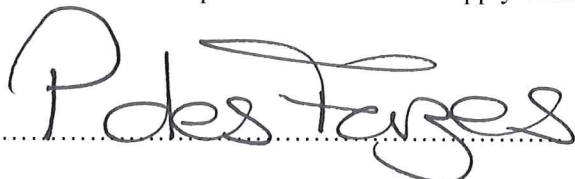
New employees as part of their induction are communicated to and colleagues and agency workers are positively encouraged to report hidden cases of labour exploitation, including via a confidential whistle blowing policy, all of which will be investigated. We have audited both of our manufacturing sites to support compliance with our policy, and we intend to continue to audit them bi-annually to maintain focus on this important issue. We also make 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 in their own 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 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 contractual personnel. This body is governed by the National Joint Council for the Engineering Construction Industry, responsible for ethical business practices in the 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 Salt end, Hull and is supported by every member of our Executive Leadership team. This group reports through to our on-site Directors.

Nippon Gohsei UK Limited remains confident that we have the right 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 practices are eliminated from all aspects of our business operations and wider supply chain.



Signed by Peter des Forges, Site Director

