

PROCEDURE HOLDER

Site Resource Administrator

RESPONSIBILITY

Director
Operations Manager
Departmental Managers/Functional Heads of Department

PURPOSE

To define the company's policy with regard to Slavery and Human Trafficking and The Modern Slavery Act 2015.

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

1. ORGANISATION STRUCTURE AND BUSINESS

Allen Diesels Limited is operated from offices based in Bedford in the United Kingdom. The business is managed by the Director and Operations Manager. The business activities include the provision of service engineers, technical support and the supply of spare parts for the Allen range of diesel engines around the world.

2. POLICY ON MODERN SLAVERY AND HUMAN TRAFFICKING

Modern slavery encompasses slavery, human trafficking and forced labour. Allen Diesels 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.

3. DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our effort to identify and mitigate risk Allen Diesels will:

- Identify and comply with legislation and regulatory requirements
- Consider modern slavery factors when making procurement decisions
- Develop and maintain modern slavery Policy

4. SUPPLY CHAIN

It is Allen Diesels policy to work only with suppliers that provide us with the goods and service that we need whilst not exposing their employees, or their local environment, to unacceptable risks.

Performance on Human Rights form a key part of our sourcing decisions. All Allen Diesels suppliers must comply with or exceed the following requirements:

- No forced, bonded or involuntary prison labour will be used
- No children are to be employed by Allen Diesels suppliers, consistent with the United Nations Convention on the Rights of the Child

- Employees of our suppliers shall be paid wages for standard working hours that meet or exceed national minimum requirements

5. EFFECTIVENESS OF THE POLICY

This policy will be deemed effective if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery or human trafficking practices have been identified.

6. TRAINING AND AWARENESS

Training on this policy will form part of the induction process when employees begin employment with the Company. Existing employees will receive relevant training on this policy when required.

All employees, suppliers, contractors, and any other parties associated with the Company are responsible for the success of this policy and should ensure that they use it to disclose any suspected wrongdoing. The Company welcomes comments and suggestions with regard to improving the policy and its effectiveness.

7. REFERENCES

Transparency in Supply Chains etc. A practical guide. Guidance issued under section 54(9) of the Modern Slavery Act 2015 Published by the HM Government, The Home Secretary.

Document No.	Issue	Date	Revision History	Author	Approval
AHP150	02	01/09/17	Reformatted and updated for ISO9001:2015	S. Curtis <i>SAC</i>	T. Eaves <i>T. Eaves</i>