L & I Eaton ARC Modern Slavery Policy Statement.

This statement commits L & I Eaton ARC to complying with section 54 of the Modern Slavery Act and reaffirms its commitment to ensuring that all business operations are free from involvement with slavery or human trafficking.

The Company supports the UK Government's commitment to eradicate the abuse and exploitation of workers, both in the UK and overseas and this statement will be published on the Company's website and is signed by the Site Manager to demonstrate the Directors collective commitment.

Our approach in relation to slavery and human trafficking means that we strive to maintain a productive and open dialogue with all parties who may have an interest in our activities including customers, suppliers and employees. We have an established programme to monitor supplier performance and actively encourage feedback from our employees.

The Directors takes ultimate responsibility for monitoring this policy and is committed to developing and implementing appropriate initiatives set out below.

L & I Eaton ARC expects that all sites will operate in compliance with high ethical standards of business practice. We apply these standards to all dealings with employees, customers, suppliers and other stakeholders.

The Company supports the International Labour Organisation's Global Employment Agenda and fully complies with the international labour standards in relation to employment and ethical policy and has considered the UN Guiding Principles on Business and Human Rights.

The following actions will be implemented to support this policy:

1) Slavery and Human Trafficking will be considered and addressed in our approach to corporate social responsibility.

2) All employees must have a written contract of employment setting out their terms and conditions in line with government requirements.

3) To ensure that any issues or concerns about slavery or human trafficking can be raised, the whistleblowing procedure will be made available to our employees who are encouraged and supported to report, in confidence any concerns.

4) Audits will continue be carried out to ensure that all our employees are paid at least the National Minimum Wage or Living Wage where applicable and have the right to work in the UK.

5) Line Managers will be trained to monitor and control working hours to ensure that excessive hours are not being worked, and that overtime is paid at a premium rate.

6) Ensure that commercial agreements include an obligation on our suppliers to operate in accordance with the Modern Slavery Act 2015.

7) Children must not be exploited or denied education, and their health and safety must be always protected. Therefore, children under the age of 16 shall not be recruited or employed.

8) There shall be no forced or involuntary labour of any description and suppliers shall allow their workers the rights to leave after giving reasonable notice.

9) Workers must not be expected to perform duties incompatible with their physical or mental abilities.

10) Children and young people under 18 shall not be asked to work at night or carry out activities that are potentially hazardous or injurious to their health and development.

11) Training about slavery and human trafficking will be made available for all employees who are involved in the supply chain on issues relating to slavery and human trafficking.

The Company treats internal breaches of this policy with maximum seriousness and will investigate any potential breach in accordance with the disciplinary policy. The ultimate sanction for a breach of the policy could be a summary dismissal for gross misconduct.

We are committed to working with suppliers to support necessary improvements, but we may also act if suppliers are not prepared to work collaboratively to drive improvements, which may include termination of commercial contracts where necessary.