



Modern Slavery Policy Act 2015

With regards to the Modern Slavery Act, The British Electrical & Manufacturing Company Ltd do recognise the Modern Slavery Policy Statement that came into effect on October 2015, even though the policy is not applicable to us since our turnover is below the £36 million threshold.

However, if we were to meet the requirements of the Act, then we would have a zero tolerance of any form of Modern Slavery or Human Trafficking and strict procedures would be put in place within the organisation.

We work with a wide range of Suppliers and Distributors but we do try to support UK Suppliers. As such we recognise and acknowledge that both our business and our supply chains must be aware of the risks and must implement procedures and processes to address all concerns through the appropriate channels and to communicate outcomes with the interested parties.

We have:

- made our staff aware of the modern slavery act, including its definitions of slavery and human trafficking
- informed staff what to do if they suspect a case of slavery or human trafficking.
- contacted our suppliers to check what arrangements they have in place if needed.
- implemented a robust recruitment policy, conducting "eligibility to work in the UK" checks for all employees to safeguard against human trafficking or individuals working against their will.

Signed:

Date:

18.11.2025.