

## INTRODUCTION

This statement sets out the actions by LS Engineering Services Ltd to understand all potential modern slavery risks related to our business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

We recognise that we have a responsibility to take a robust approach to slavery and human trafficking and we are absolutely committed to preventing slavery and human trafficking in our corporate activities, and to ensuring that our supply chains are free from slavery and human trafficking.

## OUR SUPPLY CHAIN

Our supply chain is complex with many levels of suppliers between LS Engineering Services Ltd and the source of raw materials that enter the manufacturing process. The breadth and depth of the industry make it challenging to effectively manage business and sustainability issues. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

## SUPPLIER CODE OF CONDUCT

We are committed to ensuring that our suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour.

We work with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship.

## DUE DILIGENCE

LS Engineering Services Ltd undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers that include:

- Evaluating the modern slavery and human trafficking risks of each new supplier
- Review on a regular basis all aspects of the supply chain
- Conducts supplier assessments, which have a greater degree of focus on slavery and human trafficking where general risks are identified

## EMPLOYEE CODE OF CONDUCT

LS Engineering Services Ltd code makes it clear to employees the actions and behaviour expected of them when representing the organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

## TRAINING

Training on this policy forms part of the induction process for all new staff and subcontractors. All existing workers will receive regular, relevant training on how to implement and adhere to this policy.

## FURTHER STEPS

We are committed to reviewing the effectiveness of our policies and procedures with regard to combatting slavery and human trafficking. We intend to explore how to measure and assess the management of the risks that are identified.

## RESPONSIBILITIES

The directors have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that those under our control comply with it.

Management at all levels are responsible for ensuring those reporting to them are made aware of and understand this policy and are given adequate and regular training on it.

## MONITORING AND REVIEW

Workers are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries should be addressed to the directors

Signed:



Steven Frostick  
Director & Co Secretary  
February 2023



Marcus Garrett  
Sales & Service Director  
February 2023