

## Modern Slavery Policy Statement

The Ham Baker Group of Companies have a history spanning over a hundred years in the water and waste-water industry and seek to make a statement regarding modern slavery. Slavery and human trafficking are abuses of a persons' freedoms and rights. We are totally opposed to such abuses in our direct operations, our indirect operations and our supply chain as a whole.

### Meaning of Slavery and Human Trafficking

Our understanding of slavery and human trafficking is based on the definitions set out in the Modern Slavery Act 2015 and is guided by the UN Universal Declaration of Human Rights and the conventions of the International Labour Organisation, particularly relating to forced or compulsory labour.

We recognise that Modern Slavery is a complex issue and understand that the term is used to denote human trafficking, forced labour and slavery-like practices such as debt bondage and the sale or exploitation of children. Human Trafficking is the act of recruiting, transporting, transferring, harbouring or receiving a person through any coercive means for the purpose of exploitation. Forced Labour is work or service that is taken from a person under the menace of a penalty and for which the person has not offered themselves voluntarily. Debt Bondage is a worker pledging their labour or the labour of others under their control as security for a debt; when either the real value of the work undertaken is never applied to repayment of the debt or the length and nature of the work that has to be undertaken is never fully defined or limited. Sale and exploitation of children involves situations where children are transferred by one person to another for remuneration or other consideration.

### Risk Assessment and Due Diligence

A part of our initiative to identify and mitigate risk, our supply chain is primarily assessed to ensure they adhere to the same principles as the Ham Baker Group of Companies. This includes declarations relating to Quality, Environment, Safety and Modern Slavery. We expect all suppliers to be able to demonstrate that they have suitable anti-slavery and human trafficking policies and processes in place. We have in place systems to encourage the reporting of concerns and the protection of whistle blowers. The company will not support or deal with any business knowingly involved in slavery or human trafficking.

The Company Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the organisation and its supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Company's human trafficking statement.



**Mr. David Cardwell**  
Group Managing Director

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