

# Modern Slavery Act Statement

29/04/2019

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Cryoblast Deflashing UK Limited have taken and will continue to take steps to address the risk of modern slavery or human trafficking taking place within our business or supply chain. Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

## Our business

Cryoblast Deflashing UK Limited is a manufacturer of Polymer deflashing media to service the automotive, aerospace and other manufacturing industries specialising in blow and injection moulded polymer components.

Cryoblast deflashing UK Limited is committed to best corporate practices and ethical values and has a zero-tolerance approach to any form of modern slavery. We are also 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.

## Potential risk areas

The parts of our operations where we consider there is a potential risk of modern slavery are our supply chain, employees and agency workers.

### *Suppliers*

Cryoblast Deflashing UK Limited uses raw materials, components and equipment predominantly from UK suppliers. However, these supplies, or elements of them, may originate from overseas locations that have been identified by Cryoblast Deflashing UK Limited as carrying a higher potential risk of modern slavery.

## *Employees*

Cryoblast Deflashing UK Ltd realises there is a low but potential risk that employees may not have the right to work in the UK or that they are paid less than the minimum statutory pay provisions.

## *Agency workers*

In the future Cryoblast UK Limited may source and use agency workers within its manufacturing and distribution operations. There is a potential risk that the source of the agency workers could be involved in modern slavery and human trafficking or that they are paid less than the minimum statutory pay provisions.

As Cryoblast Deflashing UK Limited only operates in the UK, we manufacture all our own products and source primarily from UK based suppliers, we view our overall risk to be low.

## **Policies and procedures**

In order to mitigate the risk of modern slavery within the risk areas identified Cryoblast Deflashing UK Ltd operates several policies and practices covering suppliers and recruitment.

Cryoblast Deflashing UK Limited will undertake the following activities during the coming year:

1. Senior management to discuss the key themes of Modern Slavery with Company staff as appropriate.
2. Major suppliers to complete a Supplier Assessment questionnaire providing details about how they conduct business including confirming they have a policy that ensures their employees are treated fairly with equal opportunities designed to eliminate victimisation and forced labour. The questionnaire also asks whether they ensure their suppliers have a similar policy.

In the next year, Cryoblast Deflashing UK Limited intends to:

1. Perform a risk assessment of all significant suppliers to identify further suppliers that we require to complete the Supplier Assessment questionnaire detailed

above. The outcome of all Supplier Assessments will be reviewed by senior management and the procurement team, risk assessed with follow up enquiries and actions put in place should it be required.

2. All significant suppliers will be written to clarifying the Cryoblast Deflashing UK Limited policy and expectations to ensure they comply with the Modern Slavery Act.
3. A preferred list of recruitment agencies for both permanent and temporary staff will be established for the Group. The policies and contracts of the recruitment agencies in relation to Modern Slavery will be reviewed.

### Approval of this statement

This statement was approved by the Board of Directors on 25st April 2019 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'M Williams', is written over a horizontal line.

Martin Williams  
Company Director.