



Ectron Limited: Modern Slavery and Human Trafficking Policy

1. Policy statement

Ectron Limited UK (hereafter "the company") is dedicated to a zero-tolerance stance against modern slavery and human trafficking. The company is committed to ethical business practices and transparency in its operations and supply chains, in line with the Modern Slavery Act 2015. This commitment includes implementing systems to prevent modern slavery within the company and its supply chains. The company expects its contractors, suppliers, and business partners to uphold the same high standards.

This policy applies to all individuals associated with Ectron Limited UK, including employees, directors, contractors, and business partners.

2. About this policy

Modern slavery: This policy defines modern slavery as a serious crime encompassing slavery, servitude, forced labor, and human trafficking, all of which involve exploitation.

Purpose: The policy outlines the company's position on modern slavery and guides employees on identifying and reporting suspected cases.

Responsibility for the policy: The Board of Directors is responsible for policy compliance. Senior management oversees implementation and resource allocation, ensuring that modern slavery is not present within the company or its supply chains. The HR Department manages the policy day-to-day.

Policy updates: The policy will be reviewed annually by the Board of Directors.

3. Due diligence and risk assessment

Ectron Limited UK undertakes due diligence to combat modern slavery:

Employee relations: The company directly employs all staff, ensuring pay and conditions meet or exceed legal minimums and verifying the right to work in the UK.

Supplier approval and monitoring: Due diligence is conducted for new and existing suppliers, including risk assessments for modern slavery and human trafficking. Clear expectations are set through contracts and codes of conduct.

Sanctions: Ectron Limited UK may apply sanctions, including terminating relationships, for supplier non-compliance with this policy.

4. Compliance with the policy

Employee responsibilities: Employees are responsible for preventing, detecting, and reporting modern slavery. Any activity suggesting a breach of this policy should be avoided.



Reporting suspicions: Suspicions of modern slavery must be reported to management promptly. Concerns can be raised via the Whistleblowing Policy.

Protection for whistleblowers: The company protects individuals who report suspicions in good faith from detrimental treatment.

5. Training and awareness

Training for staff: Employees receive training on modern slavery risks during induction and ongoing as needed.

Supplier communication: Suppliers, contractors, and business partners are informed of the company's zero-tolerance approach at the start of relationships.

6. Breaches of this policy

Employee breaches may lead to disciplinary action, including dismissal.

The company may end relationships with other parties who breach this policy.

7. Reporting concerns

Suspected modern slavery can be reported to the Modern Slavery Helpline (08000 121 700) or the police (101 or 999 for emergencies).

Internal reporting: Employees should use the Whistleblowing Policy or report to senior management or HR.

8. Statement approval

The Board of Directors of Ectron Limited UK endorses this policy.

On behalf of Ectron Limited

Mr. A Jones, Director.