

Anti-Slavery Statement



ANTI-SLAVERY STATEMENT

This is the Anti-Slavery Statement of Parsons Peebles Group Limited and its subsidiaries (“PPG”) for the financial year ending 31 December 2017.

ABOUT PPG

PPG is a full scope provider of electromechanical services with service agility and an OEM capability, servicing a broad range of industrial markets and operating three main business units:

- Service – Motor, pump, generator, compressor and gear box repair, on-site repair and maintenance services, provision of spare parts for PPG’s existing high voltage (“HV”) installed based and electric machines globally.
- Original Equipment – The manufacture of bespoke, niche HV motors and generators for global customers in O&G, power, defence and petrochemical markets.
- Coils – Rapid response re-engineering and manufacturing of high quality coils for traction motors, HV motors and generators for global customers.

The supply chain for each business unit is distinct. The Service business unit purchases motors, compressors, pumps, bearings and seals whilst Original Equipment is supplied parts for HV motors and generators. Copper is the largest purchase for the Coils business unit. Most suppliers are based in the UK or Europe with very few further afield.

POLICY IN RESPECT OF ANTI-SLAVERY AND HUMAN TRAFFICKING

PPG will put in place a Code of Ethics that includes commitments in respect of anti-slavery and human trafficking. It will state that we take a zero tolerance approach to any instances of slavery or human trafficking that are identified in our supply chain.

PPG will also put in place an Anti-Slavery and Human Trafficking Policy that outlines our expectations in respect of practices concerning slavery and human trafficking prevention.

We will encourage members of staff and suppliers to report suspected breaches of the Code of Ethics and the Anti-Slavery and Human Trafficking Policy in accordance with our whistleblowing procedures.

Since our Anti-Slavery Statement for the Financial Year ended 31 December 2016, we have:

- completed our Code of Ethics;
- established our Anti-Slavery and Human Trafficking Policy; and
- put whistleblowing procedures in place.

The Code of Ethics and the Anti-Slavery and Human Trafficking Policy will be launched imminently.

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PROCEDURES

In addition to our Anti-Slavery and Human Trafficking Policy, we will put in place processes and procedures to identify risks of slavery and human trafficking in our business and supply chains, including:

- fair and transparent recruitment procedures;
- risk assessments of our supply chain in relation to slavery and human trafficking giving consideration to country risk and product/service risk;
- following a risk based approach, anti-slavery and human trafficking due diligence on certain of our suppliers, including self-assessment questionnaires and, where appropriate, on-site assessments;
- contractual controls, including anti-slavery and human trafficking provisions;
- whistleblowing procedures.

Since our Anti-Slavery Statement for the Financial Year ended 31 December 2016, we have:

- finalised the basis on which we will conduct due diligence on our suppliers and this will commence shortly; and
- produced a Supplier Code of Conduct which will be distributed to all suppliers in early course.

TRAINING AND COMMUNICATIONS

Anti-slavery and human trafficking training will be provided to all staff involved in procuring supplies for the business. We will also make all such staff aware of "red flags" of slavery and human trafficking that they should consider when dealing with suppliers during contractual negotiations, site visits or any interaction with the supplier and its workers.

Since our Anti-Slavery Statement for the Financial Year ended 31 December 2016, we have concluded on the form of our training materials for staff including relevant "red flags". This will be rolled out in 2018.

APPROVAL

This statement made pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year ending 31 December 2017 has been approved by the board of Directors of Parsons Peebles Group Limited.

Signature of

Director of Parsons Peebles Group Limited

Date: 02 November 2018

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