

Voluntary Anti-Slavery and Human Trafficking Statement

ELMA Electronic UK Ltd is making a voluntary modern slavery and human trafficking statement relating to section 54 of the Modern Slavery Act 2015.

We are committed to constantly reviewing, updating and improving our practices to combat slavery and human trafficking. We oppose slavery and human trafficking in all its forms and make this statement to set out the steps we have taken to ensure that there is no slavery or human trafficking in our business or in our supply chains.

About us

We are a limited company registered in England and Wales and operate as part of a group of companies, The Elma Group. The Elma Group provides electronic industry solutions and manufactures electronic products across a wide range of sectors including defence, aerospace, medical, telecommunications, industrial, broadcast, transportation and handheld radio.

Our annual turnover is under £36 million. Although we are not required to make a modern slavery statement under section 54 of the Modern Slavery Act 2015, we are making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we are taking to tackle modern slavery and human trafficking in our business and in our supply chains.

Our supply chains are mainly made up of organisations which provide metal work, precision machining, computer numerical control, electrical components and printed circuit boards.

We will not support or deal with any business knowingly involved in slavery and/or human trafficking.

Policies

We are committed to ethical trading principles and to acquiring goods and services without harm to others. We aim to act ethically and with integrity in all our business relationships, to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

It is our policy to only purchase supplies through authorised distributor and component supplier chains. In this way, we hope to minimise the potential risk of modern slavery and human trafficking in our supply chains.

Due diligence and risk assessment

To help identify and monitor the risk of slavery and human trafficking in our supply chain we carry out on-site inspections so that we can visit our supplier's premises and see how production is being carried out.

Practical Steps

In order to ensure continued and effective combating of modern slavery and human trafficking we undertake practical steps which include but are not limited to:

- Carrying out supplier inspections
- Providing training to staff and having in place staff policies in a Staff Handbook, including an Anti-Slavery and Human Trafficking Policy with reporting procedures
- Having in place grievance and whistleblowing mechanisms
- Checking visa and identification documents as part of our recruitment process
- Monitor potential risk areas in the supply chain
- Trying to embed respect for human rights and zero tolerance of modern slavery throughout the organisation; and
- Continual monitoring and evaluating of the measures in place.

This voluntary slavery and human trafficking statement is made in connection with section 54(1) of the Modern Slavery Act 2015, for the period 1st January 2019 to 31st December 2019 (subject to amendments during this period). It was approved by the board on 2nd January 2019.

.....

David Stewart, Managing Director

Elma Electronic UK Ltd

Date: