

# ANTI-SLAVERY & HUMAN TRAFFICKING POLICY

## Introduction

This policy is made on behalf of Gapp Automation and defines our commitment to limiting the risk of modern slavery occurring within our business and our wider supply chain.

At Gapp Automation, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain.

This policy applies to all Gapp Automation employees and representatives, working for or on our behalf and in any capacity.

We require all companies and individuals who wish to have a business relationship with Gapp Automation to familiarise themselves with this policy and adhere to its principles regarding anti-slavery and human trafficking.

## Our Business

Gapp Automation is a technical distributor of automation components and solutions. The company was founded in 2008, and since then has steadily grown into a key distributor in the UK automation market. We have an experienced team, with a wealth of knowledge in industrial automation and commerce. We predominantly service the UK and Irish automation markets, and we operate in a variety of industry sectors.

## Our Supply Chain

We establish a relationship of trust and integrity with all our suppliers, which is built upon a mutually beneficial and collaborative approach. Our supplier selection includes review of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards. We have not been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier.

We require all suppliers to confirm that:

- They do not use any form of forced, compulsory or slave labour
- Their employees work voluntarily, and are entitled to leave their employment
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They do not require employees to post a deposit/bond and do not withhold their salaries for any reason
- They do not require employees to surrender their passports or work permits as a condition of employment

## Awareness & Training

Gapp Automation has raised awareness by communicating to all staff regarding our Anti-Slavery and Human Trafficking policy, explaining:

- Our commitment in the fight against modern slavery
- Training material and useful resources
- Highlight risks of potential cases of slavery or human trafficking
- How employees should report suspicions of modern slavery

## Measuring Effectiveness

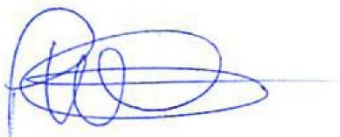
Gapp Automation has measurements in place to combat Anti-Slavery and Human Trafficking within our company and our supply chain.

These include:

- How many employees have confirmed that they have reviewed and understood Gapp Automation's anti-slavery and human trafficking policy
- How many employees have completed the Anti-Slavery training and reviewed the additional resources?
- How many suppliers have an Anti-Slavery and Human Trafficking Policy
- How many suppliers have rolled out an awareness and training programme?

This policy will be reviewed on a regular basis, at least annually, in order to highlight and address any improvements that can be implemented.

This policy is effective from 19<sup>th</sup> May 2020 and has been approved by Gapp Automation's board of Directors.



Peter Walker  
Director  
Gapp Automation

Rev 1\_0 190520