

ANTI-SLAVERY & HUMAN TRAFFICKING POLICY STATEMENT 2018

This statement is made pursuant to the Modern Slavery Act 2015 and sets out the steps that Kvasir Group has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Kvasir Group has a zero tolerance approach to any form of modern slavery. We are 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.

Our business

We are a marine and offshore electrical services, repair and installation company based in the north east of England. We have a mobile workforce operating both nationally and internationally as our customer's needs and requirements dictate.

Our high risk areas

Our main area of risk with regard to slavery and trafficking is through our supply chain. We have a number of regular suppliers all of whom are committed to ensuring that their supply chain does not tolerate any forms of slavery or human trafficking. When sourcing materials and equipment we endeavour to use suppliers who have stated their commitment to and have the same high moral approach as Kvasir Group to this abhorrent practice.

Our policy

Our policy sets out our stance on modern slavery and demonstrates our commitment to our customers to ensure there is no presence of it in our business operations. It identifies the need for due diligence during recruitment and encourages our employees to identify any concerns they may have on this subject confidentially. It also shows our level of scrutiny when dealing with suppliers whether that be in the form of materials or provision of services. We will not knowingly support or deal with any business involved in slavery or human trafficking.

Our suppliers

Kvasir Group operates a supplier policy and maintains a preferred supplier list. We ensure that our suppliers have subsequent anti-slavery policies, which they in turn ensure their suppliers conform to,



before they become a preferred supplier. Should any instances of slavery come to light we reserve the right to remove them from our preferred suppliers list.

Training

To ensure that we maintain an understanding of the risks of modern slavery and human trafficking in our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

Our performance indicators

We evaluate the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain by:

- Monitoring our recruitment activities
- Level of communication and personal contact with our supply chain
- Registering and investigating any concerns raised/received from employees, the public, or law enforcement agencies to indicate that there are any concerns identified regarding modern slavery practices.

Approval for this statement

This statement has been approved by the Board of Directors

For and on behalf of Kvasir Group Ltd



John Clark
Managing Director

