ADVANCED ENGINEERING GROUP

POWER · MOTION · CONTROL

MODERN SLAVERY & HUMAN TRAFFICKING POLICY

Policy Statement

ADVANCED ENGINEERING GROUP (hereinafter referred to as "the Company") is committed to preventing modern slavery and human trafficking in its corporate activities and ensuring that its supply chains are free from such practices. The Company upholds the highest standards of integrity and ethical conduct in all its business dealings.

Purpose

This policy sets out the Company's approach to ensuring that modern slavery and human trafficking do not take place within its operations or supply chains. It outlines the measures we take to identify and mitigate the risks associated with these practices.

Scope

This policy applies to all employees, contractors, suppliers, and any other parties engaged in business with ADVANCED ENGINEERING GROUP.

Company Structure

Headquartered in SILSDEN, UK, ADVANCED ENGINEERING GROUP operates internationally through various legal entities, including:

- **ADVANCED ACTUATORS LIMITED**
- **ADVANCED COMPONENTS LIMITED**
- **ADVANCED DRIVES**

Definitions

- **Modern Slavery:** Encompasses slavery, servitude, forced and compulsory labour, and human trafficking, as defined in the Modern Slavery Act 2015.
- **Human Trafficking:** The act of recruiting, transporting, transferring, harbouring, or receiving persons through the use of force, coercion, or other means, for the purpose of exploitation.

Responsibilities

- **Senior Management:** Responsible for ensuring that the policy is implemented and that adequate resources are available to support its implementation.
- **Employees:** Required to comply with this policy and report any concerns related to modern slavery or human trafficking.
- **Suppliers and Contractors:** Expected to adhere to the principles outlined in this policy and ensure their own supply chains are free from modern slavery and human trafficking.

Due Diligence

To identify and mitigate risks of modern slavery and human trafficking, the Company will:

- Conduct risk assessments of its supply chains and business operations.
- Evaluate the potential risks associated with new suppliers before engaging in business.
- Regularly review and monitor existing suppliers for compliance with this policy.

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Reporting and Investigations

Employees and other stakeholders are encouraged to report any concerns or suspicions regarding modern slavery or human trafficking. Reports can be made confidentially and anonymously through the Company's whistleblowing procedure.

The Company will investigate all reports of modern slavery and human trafficking thoroughly and take appropriate action, which may include terminating relationships with suppliers or contractors found to be in violation of this policy.

Continuous Improvement

The Company is committed to continuously improving its practices to combat modern slavery and human trafficking. This includes regularly reviewing and updating this policy and its implementation procedures.

Communication

This policy will be communicated to all employees, suppliers, and contractors. It will also be made publicly available on the Company's website.

Compliance

Compliance with this policy is mandatory. Failure to comply may result in disciplinary action, including termination of employment or contracts.

Training and Awareness

Training Notes are attached to this Policy and should be read by all employees; anyone requiring any further guidance or external training should notify your line manager or a Director of the company

Policy Review

This policy will be reviewed annually and updated as necessary to ensure its continued effectiveness.

This policy has been endorsed and approved by:



Andrew Peace
Managing Director

Date: 1st June 2026

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TRAINING NOTES

Introduction

As part of our commitment to ethical business practices, Advanced Engineering Group recognizes the importance of addressing modern slavery and human trafficking within our operations and supply chains. This appendix outlines the principles, procedures, and measures we have adopted to prevent and combat modern slavery and human trafficking. It complements our existing policies and demonstrates our adherence to the Modern Slavery Act 2015.

Key Principles

- **Compliance with Laws**: We comply with all applicable anti-slavery and human trafficking laws, including the Modern Slavery Act 2015.
- **Ethical Business Practices**: We conduct our business with integrity and transparency, ensuring fair treatment of all workers.
- **Risk Assessment and Due Diligence**: We conduct risk assessments and due diligence on our supply chains to identify and mitigate risks related to modern slavery and human trafficking.
- **Employee Awareness and Training**: We provide training to our employees to recognize and report any signs of modern slavery and human trafficking.
- **Supplier Code of Conduct**: We require our suppliers to adhere to our Supplier Code of Conduct, which includes provisions on ethical labor practices and compliance with anti-slavery laws.
- **Reporting and Whistleblowing**: We encourage employees, suppliers, and other stakeholders to report any concerns regarding modern slavery and human trafficking through our whistleblowing channels.

Procedures and Measures

Risk Assessment

- **Supplier Risk Assessment**: We assess the risk of modern slavery and human trafficking within our supply chains based on geographical location, industry sector, and the nature of the products or services supplied.
- **Regular Reviews**: We conduct regular reviews of our supply chains to ensure ongoing compliance with our modern slavery policy.

Due Diligence

- **Supplier Audits**: We perform audits of high-risk suppliers to verify their compliance with anti-slavery and human trafficking laws.
- **Contractual Obligations**: We include specific clauses in our contracts with suppliers that require them to comply with our modern slavery policy and applicable laws.
- **Third-Party Verification**: We may engage third-party auditors to conduct independent assessments of our supply chains.

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Reporting and Whistleblowing

- **Whistleblowing Policy**: Our whistleblowing policy provides a safe and confidential mechanism for employees and other stakeholders to report any concerns related to modern slavery and human trafficking.
- **Incident Response**: We have established procedures for investigating and responding to reports of modern slavery or human trafficking. Any confirmed incidents will be addressed promptly, with appropriate corrective actions taken.

Monitoring and Review

- **Continuous Improvement**: We are committed to continuous improvement in our efforts to combat modern slavery and human trafficking. We regularly review our policies and procedures to ensure their effectiveness.
- **Annual Reporting**: We will publish an annual statement on our efforts to prevent modern slavery and human trafficking, in accordance with the Modern Slavery Act 2015. This statement is available on our website and is reviewed by our senior management.

Conclusion

Advanced Engineering Group is dedicated to maintaining the highest standards of ethical conduct in all aspects of our business. By implementing robust policies and procedures to prevent modern slavery and human trafficking, we aim to protect vulnerable individuals and contribute to a fair and just global economy. We expect all our employees, suppliers, and stakeholders to share this commitment and to work collaboratively with us in upholding these principles.

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