



Hanson Place, Gorrells Way, Rochdale, Greater Manchester OL11 2PX, England

Springtime Works, Mellor St, Rochdale, Greater Manchester, OL11 5BW, England

Tel + 44 1706 510600 Fax + 44 1706 640571

1609 Precision Drive, Suite 1000, Plano, Texas 75074-8642, USA

Tel (972) 398 9938 Fax (972) 398 0241

Anti Slavery and Human Trafficking Policy

Hanson Springs Limited strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Hanson Springs Limited shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery.

The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.

We take a risk based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Using our risk based approach we will also assess the merits of writing to suppliers requiring them to comply with our Code of Conduct, which sets out the minimum standards required to combat modern slavery and trafficking.

Consistent with our risk based approach we may require employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our Code of Conduct

As part of our ongoing risk assessment and due diligence processes we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Code of Conduct.

If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, work experience / seconded workers and agents.

A handwritten signature in black ink, appearing to read 'Malcolm Hanson', is positioned above the printed name.

Malcolm Hanson
Managing Director
1st October 2018