

## **MODERN DAY SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT**

### **Introduction**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out Cressall Resistors' actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year ending March 2020.

As part of the manufacturing industry, Cressall Resistors recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Cressall Resistors is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

### **Organisational structure and operations**

Cressall Resistors is a manufacturer and supplier of high power resistors working in the electrical engineering business.

We are a part of the Telema Group, our parent company has its head office in Milan, Italy.

Telema has developed great expertise in every aspect of power resistor design in the last 35 years. It now offers a wide range of technical solutions, tailored to suit customer's needs for reliability and performance at the right price.

Telema has the capability to localise the products outside Italy, as in USA ("Buy America"), in China as well as in India, Australia, South Africa, Europe and Canada, to meet the customer's requirements to have local contents on the products sold in those markets.

### **Nature of our supply chains**

Our key supply chains involve procuring goods and services from suppliers that have been evaluated and approved by Cressall Resistors Ltd.

The evaluation and supplier selection for Cressall's supply chain is based on the ability to provide goods and services that meet the required technical specifications as well as the need for satisfactory quality and service performance. These requirements are necessary to satisfy the movement of goods through the supply chain to fulfil Cressall's own customer expectations.

The supply chain for Cressall Resistors contains a wide variety of goods, of which there is a mixture of standard and bespoke product. Our supply chain extends from the UK into other geographical regions including the US, Europe and China. These suppliers are often well established and have a history of competent trade with Cressall Resistors. Management of supplier relations and stocking policies is maintained in order to ensure availability of required stock throughout the supply chain.

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### Due diligence

The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation's due diligence and reviews includes:

- reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping;
- taking steps to improve substandard suppliers' practices, including providing advice to suppliers and requiring them to implement action plans;
- invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship.

The Company will undertake responsibility for implementing this Policy Statement and its objectives.

This Policy Statement will be reviewed and published annually.

Signed:



Simone Bruckner  
Managing Director  
2019