

# Modern Day Slavery and Human Trafficking Policy Statement

<b>Policy Type:</b>	HR Policy	<b>Policy Owner:</b>	HR Manager		
<b>Policy Name:</b>	QD78-17 Modern Day Slavery and Human Trafficking Policy Statement	<b>Revision Number:</b>	2		
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<b>Reviewed By:</b>	Matthew Platt	QESH Manager		<b>Date:</b>	03/02/2025
<b>Approved By:</b>	Mike Torbitt	Managing Director		<b>Date:</b>	04/02/2025

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken to minimise the risk of modern slavery in our business and supply chains

## **Introduction**

Cressall Resistors Limited is committed to preventing slavery and human trafficking occurring in any of its corporate activities. Our commitment is to ensure that those organisation's that we actually contract with to receive goods and services are aware of our policies in order to comply with the Modern Slavery Act.

This commitment is evident through our company policies, which aim to uphold the highest ethical and professional standards. We ensure the adherence to policy commitments and compliance of current Government legislation and regulations.

## **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, which 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.

## **Our commitment to the principles of the Modern Slavery Act 2015**

Cressall Resistors is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities' employer, we are committed to creating and ensuring a non- discriminatory and respectful working environment for our employees. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

## Nature of our supply chains

Our key supply chains involve procuring goods and services from suppliers that have been evaluated and approved. 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 products. 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.

## Due diligence

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

- Using supply chain mapping to regularly review all aspects of the supply chain.
- Cooperating with suppliers' practices in order to help them improve their practices.
- Taking action against suppliers who violate our supplier code of conduct, including the termination of the business relationship.

## Our policies in relation to the Modern Slavery Act 2015

The following policies are available to all staff through the HR Portal:

- Whistleblowing policy
- Harassment, Bullying and Discrimination policy
- Equality and Diversity at Work Policy
- Recruitment and Selection policy

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

This policy statement will be reviewed and published annually.

Document History and Change control			
Revision	Description of Change	Date	Changed by
1	Original	2021	
2	Update to document controlled format.	03/02/2025	Matthew Platt