



Marsh Industries Limited would like to confirm that it adheres to the Modern Slavery Act and as such can confirm the following applies to all its manufacturing sites and offices; This is our code of conduct as a socially aware UK manufacturer:

Child Labour

We do not employ children either directly or indirectly, we seek assurances from suppliers that this is also prohibited in their supply chain to us.

A child is defined as any person under the age which the local minimum age law stipulates for work or is subject to mandatory schooling. As a general rule this would be anyone under fifteen years of age.

Slavery, Forced, Bonded* or Involuntary Labour is never used in our company

* Bonded Labour, e.g. a person becomes a bonded labourer when their labour is demanded as a means of repayment for a loan. No gang masters are used either for the supply or recruitment of employees to the company.

There is no slavery, forced, bonded or involuntary labour in our company and across our supplier's operations.

To ensure compliance, workers have the legal right to work at the premises, to leave the premises at the end of their working day and the freedom to terminate employment at any time in accordance with the agreed notice period.

Human Trafficking and Exploitation is totally condemned by Marsh Industries

There is no one working for us who could be considered to have been subject to Human Trafficking.

To ensure compliance, workers cannot be recruited through a person who arranges or facilitates the travel of another person with a view to that person being exploited. It is irrelevant whether that person has consented to travel.

Marsh Industries has a vigorous Health & Safety Policy and a policy of continuous improvement.

Workers are prevented from exposure to any health and safety hazards that are likely to pose an immediate risk of causing death, permanent injury or illness.

A copy of the company handbook and documents referring, to equal rights, the environment etc are available on request.

Working Hours

An electronic recording system is used to monitor and record employees hours of work, all employees are paid above the living wage, and all included in a company bonus and incentive schemes.

Business Ethics

We prohibit any form of bribery offered or used in relation to suppliers or customers of Marsh Industries Limited. We would close our account with any supplier who attempted to bribe any member of our staff .

Signed: S. M. Boyer **Date:**