

# Modern Slavery Statement

## AESSEAL plc and AES Engineering



EXPERIENCE THE EXCEPTIONAL

## Modern Slavery Statement of AES Engineering Limited and AESSEAL plc

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Modern Slavery statement for the financial year ending 31 December 2016. This statement was approved by the AES Engineering Limited board of directors on 21<sup>st</sup> December 2016 and the AESSEAL plc board of directors on 21<sup>st</sup> December 2016.

Modern slavery is a crime and violation of fundamental human rights. It takes various forms such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain ("Modern Slavery").

### OUR PLEDGE

We have a zero tolerance approach to Modern Slavery and we are committed to the prevention, deterrence and detection of Modern slavery within our business and within our supply chain.

It is our policy to conduct all business activities with honesty, integrity and at the highest possible ethical standards. We are fully committed to implementing and enforcing effective systems and controls within our business and within our supply chain to continually challenge our ability to combat Modern Slavery.

### OUR BUSINESS AND ITS STRUCTURE

The AES Engineering Limited group of companies (the "AES Group") was established in 1979 and has rapidly grown into one of the world's leading specialists in the design and manufacture of mechanical seals and support systems. The AES Group consists of over 50 individual subsidiaries, which are strategically placed around the globe to support the requirements of our customer base.

The AES Group has over 1,700 employees worldwide, operates in 40 countries and has a global turnover of £143m (year end 31 Dec 2015).

AESSEAL plc is a 100% owned subsidiary of AES Engineering Limited. It has over 400 employees working across five sites in the UK and Switzerland. It has an annual turnover of £44M (year end 31 Dec 2015).

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## OUR POLICY

Within the present financial year AES Engineering Limited has implemented a policy, the Modern Slavery & Human Trafficking Policy (the “Policy”), aimed at ensuring that no Modern Slavery takes place in any part of our organisation or supply chain. The Policy reflects our commitment to implementing and enforcing effective systems and controls aimed at combating Modern Slavery.

We have an Anti-Bribery and Corruption Committee (the “ABC Committee”) which has the delegated authority and responsibility of AES Engineering Limited for the prevention, deterrence and detection of unethical practices within our organisation.

Responsibility for the Policy rests with the ABC Committee. All reports of actual or suspected breaches of the Policy are reported to and investigated by the ABC Committee.

Employees are encouraged to raise concerns, in confidence, about possible issues or suspicions of Modern Slavery within our organisation or supply chain. All credible reports of suspected misconduct are investigated by the ABC Committee.

## SUPPLIER ADHERENCE TO OUR VALUES

In order to ensure that all persons within our supply chain comply with our values and zero tolerance policy on Modern Slavery, AESSEAL plc has implemented measures to assess and monitor our supplier’s conduct in respect to Modern Slavery.

AESSEAL plc has taken steps to include specific prohibitions against the use of Modern Slavery in our contracting process. We expect our suppliers to comply with those prohibitions and hold their own suppliers to the same high standards.

## TRAINING

In order to ensure proper understanding of the risks posed by Modern Slavery in the context of our organisation and supply chain, representatives of both AES Engineering Limited and AESSEAL plc intend to provide training to employees of the AES Group as appropriate.

## CONTACT

Questions and comments regarding this statement are welcomed and should be addressed to [enquiries@aes seal.com](mailto:enquiries@aes seal.com)