

## **Modern Slavery and Human Trafficking Statement 2018**

This statement is made in accordance with the Modern Slavery Act 2015 and sets out the steps Fläkt Woods have taken to ensure that our business as well as our supply chains are free from slavery and human trafficking. While this statement is for compliance specifically as required for our 2018 financial year, these principles and policies continue actively.

### **Our Principles**

Fläkt Woods is committed to preventing slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that its supply chains are also free from such practices. We are committed to tackling this crime through effective due diligence, risk assessments, and maintaining the highest ethical standards across our business and operations.

### **Our Organisational Structure and Operations**

Fläkt Woods provides Air Comfort and Fire Safety Solutions primarily in the following market segments: Commercial Buildings, Residential Buildings, Industrial, Marine Oil & Gas, and Tunnels & Metros. In the UK we operate a factory and sales offices, domestically employing approximately 300 people with a turnover in excess of £60m. We have a fully integrated business including Research & Design, Sourcing, Logistics, Manufacturing, Marketing, and Sales.

Fläkt Woods Limited is part of the Fläkt Group whose head office is in Herne, Germany. Fläkt Group sales is directly present in over 20 countries in Europe and we operate in over 65 countries globally, with manufacturing and supply chain operations also present on an international basis.

### **Supply Chain Policies & Due Diligence Relating to Slavery and Human Trafficking**

We ensure that our suppliers are aware of our policies and take appropriate measures to ensure that our suppliers adhere to the same high standards. Our policies have been developed encompassing our internal ethical code, the Chartered Institute of Procurement and Supply, and the Walk Free Foundation (Tackling Modern Slavery in Supply Chains).

In order to monitor and mitigate the risks of slavery and human trafficking occurring within our supply chains we undertake due diligence by applying specific processes in relation to existing and all new suppliers.

Thursday, 05 April 2018

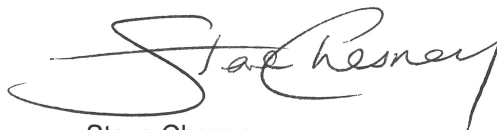
Fläkt Woods Supplier approval process includes both monitoring and evaluation of the supplier and is integrated into our business processes through our Quality Control Procedure documentation. The process for supplier approval and monitoring has specific focus to investigate our suppliers and our suppliers' supply chain adherence to preventing use of modern slavery which includes the use of forced labour, child labour, minimum workers legal age, payment of living wages and holiday / overtime payments.

Key suppliers, with an annual spend in excess of a defined £200k threshold, have been subject to a further annual risk assessment.

### **Staff Training**

It is a compulsory requirement that all new employee starters complete our ethics modules within three months of joining the business. Staff are able to raise any ethical concerns through internal mechanisms, all the way from their line manager, through to the country managing director, and to the group executive.

Staff who work within the Sourcing Department have had additional training to further understand the risks of modern slavery and human trafficking infiltrating our business or supply chains and effectively operate our policies and procedures aimed at mitigating this risk.



Steve Chesney  
Managing Director  
Fläkt Woods Limited