



SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

We are committed to improving our practices to combat slavery and human trafficking.

ORGANISATION'S STRUCTURE

We are a market leader in distribution of maintenance, repair & operational (MRO) product supplies and systems. We specialise in the wholesale distribution of engineers' tools, industrial consumables, power tools, safety equipment, protective clothing, fixings and fasteners, through a network of branches and store management services.

We are a part of the Würth Group and our ultimate parent company (Adolf Würth GmbH) has its head office in Germany.

The Group has 73,000 employees and operates in over 80 countries.

The Group has an annual turnover of over €11bn.

OUR BUSINESS

Our business is organised as follows: ultimate parent company is Adolf Würth GmbH & Co. KG, based in Germany. The immediate parent company is Würth Holding UK Ltd. Monks & Crane Industrial Group Ltd is a decentralised organisation with a head office and 12 branches across the UK.

OUR SUPPLY CHAINS

The majority of our supplies and product services come from suppliers within the UK or the European Union. Suppliers are evaluated as part of our standard process, looking at ethical and fair trading policies through our supplier evaluation system. Within that process, we also ensure that suppliers are legally compliant with relevant UK & European legislation.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

This policy is for Monks & Crane Industrial Group Ltd. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, we communicate directly with our supply chain partners by:

- Identifying potential risk areas in our supply chains
- Regularly monitoring potential risk areas in our supply chains
- Protecting whistle blowers (through our **Whistleblowing Policy**)

As part of our recruitment procedure, we communicate directly with potential and existing employees by:

- Recording right to work documentation
- Monitoring for multiple payments to 1 bank account
- Protecting whistle blowers (through our **Whistleblowing Policy**).

SUPPLIER ADHERENCE TO OUR VALUES

We have zero-tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we include our policy with all supply chain agreements and ask suppliers to confirm that they undertake business in a way that is consistent with that policy.

Our compliance team consists of the following departments:

- Legal
- Audit and compliance
- Human resources
- Procurement
- Sales

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide information and guidance to our staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2017.



Monks & Crane Industrial Group Limited

Date: 3rd August 2017