



# Modern slavery Policy Statement

## Revision 2.1



**This Policy is applicable to Mudtech Limited and Mudtech Tank Division Limited.**

### **Modern Slavery**

**The nature of our enterprise is such that our key suppliers are unlikely to operate in such a way as to contravene the Modern Slavery Act. One supplier however does engage with a supply chain where this risk is real. We are confident that their measures minimise the risk of non-compliance and ask their supply chain to ensure that:**

Employment is freely chosen There is no forced, bonded or involuntary prison labour.

Workers are not required to lodge "deposits" or their identity papers with their new employer and are free to leave their employer after reasonable notice.

Freedom of association and the right to collective bargaining are respected Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.

The employer adopts an open attitude towards the activities of trade unions and their organisational activities.

Workers, representatives are not discriminated against and have access to carry out their representative functions in the workplace.

Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates and does not hinder, the development of parallel means for independent and free association bargaining.

Working conditions are safe and hygienic A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards.

Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

Workers shall receive regular recorded health and safety training and such training shall be repeated for new or reassigned workers.

Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.

Accommodation, where provided, shall be clean, safe, and meet the basic needs of the works. The company observing the code shall assign responsibility for health and safety to a senior management representative.

Child labour should not be used. Companies shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child.

There shall be no further recruitment of child labour.

Children and young persons under 18 shall not be employed at night or in hazardous conditions.

Policies and procedures shall conform to the provisions of the relevant International Labour Organisation (ILO) standards. A "child" is defined as any person less than 15 years of age, unless minimum age law stipulates a higher age of work or mandatory schooling, in which case the higher age would apply. If, however, local minimum age law is set at 14 years of age in accordance with developing country exceptions under ILO Convention 138, the lower age will apply. A "young person" or "young worker" is defined as any worker over the age of a child as defined above and under the age of 18.

Land Acquisition We adhere to the principle of free and informed consent of all communities when acquiring land. The rights of communities and traditional peoples to maintain access to land and natural resources will be recognised and respected. Living wages are paid Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is the higher. In any event, wages should always be enough to meet basic needs and to provide some discretionary income.

All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the permission of the worker concerned.

All disciplinary measures should be recorded.

Working hours are not excessive Working hours comply with national laws and benchmark industry standards, whichever affords greater protection. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every seven-day period on average.

Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

***We are not expert in the procurement of product from parts of the World or areas of domestic activity where there are opportunities to contravene the UK Modern Slavery Act 2015. We wholeheartedly, however, support the conditions detailed above as a minimum requirement.***



Mark Brooks Dip.E.M. P.I.E.M.A.  
Director and Company Secretary

Reviewed on 22<sup>nd</sup> March 2024

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