

## MODERN SLAVERY POLICY

Middlesex Hose and Fittings Limited have a zero-tolerance approach to any form of modern slavery and we are dedicated to eradicating all forms of modern slavery from taking place within our business operations and throughout our supply chain and we will ensure that all those involved in our work comply with our values.

We strictly adhere to the Modern Slavery Act 2015 to ensure that absolutely no form of modern-day slavery or human trafficking is taking place throughout our business or supply chain.

Modern slavery can incorporate many things such as human trafficking, servitude and the forced labour of women, men, and children. This often occurs in horrendous conditions and sometimes without access to food or water.

Middlesex Hose and Fittings Limited have a zero-tolerance approach to any form of modern slavery and we are committed to eradicating all forms of modern slavery from taking place within our business operations and throughout our supply chain and we will make sure that all those involved in our work comply with our values.

We will:

- Raise awareness of modern slavery through the induction process for all employees and we continue to train our staff with the up-to-date information and have systems in place to encourage the reporting of concerns and the protection of whistle-blowers.
- Use KPI's (key performance indicators) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any of our supply chains.
- Ensure any concerns relating to slavery within the organisation will be dealt with sympathetically and confidentially. Any concerns raised by staff in good faith which turn out to be false will not be reprimanded. All allegations will be fully investigated, and appropriate action will be taken, if any instances of forced labour or modern slavery is found within the company, the individual(s) involved will face immediate dismissal pending a formal investigation with the police.

### Approval & Review

This policy has been approved by the management representative, as signed below, to ensure it is appropriate to the nature, scale, and purposes of the business. It is subject to regular review with a formal update at least once within a **3-year** period to ensure continuing suitability.

Stuart Mundy  
Managing Director  
Middlesex Hose and Fittings Limited

Dated: 2nd December 2022  
Version 1.0

tel: 020 8838 1088 | fax: 020 8838 1079 | email: [sales@midxhose.com](mailto:sales@midxhose.com)

[www.midxhose.com](http://www.midxhose.com)

**MIDDLESEX HOSE AND FITTINGS LTD**  
**NO. 5 THE CROMWELL CENTRE**  
**MINERVA ROAD**  
**PARK ROYAL**  
**LONDON NW10 6HJ**

Registered office as above. Company Registration No: 07235176. VAT No: 129 4788 72

