



Modern Slavery Act Policy Statement

This is Hydrobolt Group's statement on anti-slavery and human trafficking in accordance with the UK Modern Slavery Act 2015 and constitutes its statement for the financial year ended 31 December 2019.

OUR BUSINESS

Hydrobolt Group is a global manufacturer and supplier of high performance fasteners, sealing products, precision engineered components and ancillary products to the world's energy markets. The Group's head-quarters are located in the UK with over 230 employees.

OUR ETHICS

Hydrobolt Group endeavours to ensure that slavery and human trafficking is not taking place within our employed workforce, or any of our supply chain. We understand that, if we are to be successful in delivering our strategy for growth, then we must make sure that we interact with our employees, customers and others properly. We have rolled out a Code of Conduct across the Group which sets out our commitment to the value and importance that we place on honest, ethical and lawful conduct in all our business dealings.

OUR SUPPLY CHAINS

We will endeavour to prohibit forced labour, child labour, and discrimination within our supply chain. Where appropriate we will engage with our suppliers, as is reasonably practicable, to ensure that they understand our commitment to combatting slavery and human trafficking. Our commitment will be reflected in our standard terms and conditions of purchase.

OUR EMPLOYEES

To ensure our employees are not subject to undue influence and are treated with dignity and respect, Hydrobolt Group has human resources policies and procedures in place. Hydrobolt Group adheres to the payment of the National Living Wage in the UK and all compulsory minimum wage rates as set by governments in the countries in which we operate.

Hydrobolt Group has recruitment processes which include verifying the identity of each employee and their right to work in each country. Hydrobolt Group endeavours to work with reputable recruitment agencies in respect of the supply of temporary workers. Further, Hydrobolt Group's global business units have complaint procedures in place for employees to raise concerns without fear of retaliation.

Signed



Jamie Simpson

Managing Director - Hydrobolt Group

2nd July 2020