



## Eastland Engineering Supply Co Ltd t/a EES Modern Slavery & Human Trafficking Statement

This statement applies to all companies within and associated to Eastland Engineering Supply Co across Republic of Ireland, United Kingdom and the United States of America. (referred to in this statement as 'The Group').

This statement, made pursuant to section 54(1) of the Modern Slavery Act 2015, sets out steps EES has taken and is continuing to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

### DEFINITIONS

The Group considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through the threat mental or physical abuse;
- Being de-humanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

### COMMITMENT

The Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the legislation. The Group understands that this requires an ongoing review of both its internal practices in relation to its work force and, additionally, its supply chains.

The Group will not enter into business with any other organisation, in Ireland, UK or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to The Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in Republic of Ireland and the UK.

### POTENTIAL EXPOSURE

The Group considers that we, and the majority of our suppliers, are not in industries with a high risk of modern-day slavery and therefore considers its exposure to slavery/human trafficking to be minimal. In addition, our supply chains are primarily confined to Ireland and the UK, countries with a relatively lower risk of modern-day slavery and human trafficking.



### **STEPS**

The Group carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Group has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

### **POLICIES**

The Group has the following policies to ensure we are conducting business in an ethical and transparent manner.

- Recruitment Policy
- Equality Policy
- Whistleblowing Policy
- Code of Conduct

The Group recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the Ireland and to safeguard employees from any abuse or coercion once in our employment.

As an equal-opportunities employer, The Group is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff. The Group wants all its staff to feel confident that they can expose wrongdoing without any risk to themselves.

Any suspicions of modern slavery practices can be reported using our Whistleblowing policy as outlined in our Employee Handbook.

This statement is made in pursuance of the relevant legislation in each of the jurisdiction we operate within and will be reviewed for each financial year.