



MODERN DAY SLAVERY LOOK. SEE. ACT.

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY AND STATEMENT COVERING 1ST AUGUST 2018 TO 31ST JULY 2019

Lanes Group plc and its subsidiary companies including UKDN Waterflow (LG) Ltd and AQS Environmental Solutions, is committed to driving out acts of modern day slavery and human trafficking within its business and from within its supply chains, including sub-contractors, and partners. The Company acknowledges responsibility for the compliance with the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These as well as the suppliers of services make up the supply chain within Lanes Group plc.

As part of the companies due diligence processes into slavery and human trafficking the supplier approval process incorporates a review of the controls undertaken by the supplier. Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored via our supplier questionnaire and regular review meetings with key suppliers. The continued monitoring and review applies to companies based within and outside of the UK and Europe.

The company will not support or deal with any business knowingly involved in slavery or human trafficking.

The company Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (information, instruction and toolbox talks etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

Commitments

We shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action.

A full copy of this policy and a copy of the Modern Slavery Act 2015 will be accessible to all employees electronically and can be obtained from the HR/HS department upon request.

This policy statement has been approved by the Board of Directors and will be reviewed annually in line with our financial year and published on the websites of the Group and all subsidiary organisations.



**Wayne Earnshaw
Managing Director
Lanes Group plc**

9th April 2019

