

Modern Day Slavery Policy

Introduction

This policy ensures that Calmec complies with section 54 of the Modern Slavery Act 2015 and sets out the responsibilities for employers and employees.

Calmec is committed to ensuring that all its business operations are free from involvement with slavery or human trafficking.

Chris Nicholls is responsible for ensuring that this statement is reviewed on an annual basis.

The statement will explain the steps that Calmec has taken to ensure that slavery and trafficking are not taking place in any of its supply chains, or in any part of its own business.

Our organisation

Calmec is an international company that designs, installs, services/maintains and project manages air conditioning and ventilation solutions for commercial businesses

Our supply chain

Calmec uses a wide range of suppliers as such it is committed to continuously improving its practices to identify any slavery and human trafficking in our supply chain so it can be handled appropriately according to local and international laws and regulations. Calmec work to act ethically and with integrity in all its business relationships.

Our policies

Calmec has a number of policies which aim to minimize the risk of modern slavery in our supply chain. These include:

- **Code of Conduct and Anti-Corruption policies** which both set out the manner in which Calmec conducts its business which is consistent with all legal requirements and generally accepted norms and high standards of integrity and ethical behavior and to maintain the confidence and trust that our customers have placed in us.
- **Supplier Principles** covering issues of honest & ethical behavior, legal compliance, employee rights, human rights, environment, society etc. which our suppliers are all required to comply with.
- **Whistleblowing Policy** which encourages and allows all employees to anonymously report, abuses, misuse, irregularities etc. to the organisation without fear of retaliation.

Our commitment

Calmec has a zero-tolerance policy towards modern slavery. It will refrain from entering business, and/or will discontinue any current business with any other organisation which knowingly supports or is found to involve itself in slavery and / or forced / compulsory labour.

Calmec will implement and enforce a number of measures, policies, and controls both internally and externally to ensure compliance with the requirements of the Modern Slavery Act.

