
PLC Hardware Modern Slavery Policy Statement

Introduction

At PLC Hardware, we are committed to conducting business with integrity and transparency. We recognize the serious impact that modern slavery and human trafficking have on individuals and communities worldwide. This policy statement outlines our commitment to preventing modern slavery in all its forms within our operations and supply chains.

Our Commitment

PLC Hardware is committed to:

1. **Zero Tolerance:** We have a zero-tolerance approach to modern slavery, including forced labour, bonded labour, human trafficking, and child labour.
2. **Compliance:** We comply with all relevant local, national, and international laws and regulations related to modern slavery and human trafficking.
3. **Ethical Practices:** We are dedicated to conducting business ethically and with respect for human rights.

Governance and Responsibility

- **Board of Directors:** The Board of Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations.
- **Management Team:** Our senior management team is responsible for implementing and monitoring this policy, ensuring that all employees understand and comply with its requirements.
- **Employees:** All employees are expected to be aware of and act in accordance with this policy.

Due Diligence and Risk Management

We undertake the following measures to prevent modern slavery in our operations and supply chains:

1. **Risk Assessments:** We conduct regular risk assessments to identify and address potential risks of modern slavery.
2. **Supplier Code of Conduct:** We require all suppliers to adhere to our Supplier Code of Conduct, which includes strict standards on labour practices and human rights.

3. Audits and Monitoring: We perform audits and monitoring of our supply chains to ensure compliance with our standards.
4. Training: We provide training to our employees to help them recognize and report any signs of modern slavery.

Reporting and Response

- Reporting Mechanisms: We have established confidential reporting mechanisms for employees, suppliers, and stakeholders to report any concerns about modern slavery.
- Investigation and Remediation: We promptly investigate all reports of modern slavery and take appropriate actions, including working with suppliers to address and remediate any issues.

Continuous Improvement

- Review and Update: This policy is reviewed annually and updated as necessary to reflect changes in law and best practices.
- Performance Monitoring: We monitor the effectiveness of our measures through key performance indicators, such as training completion rates and audit results.

Communication

- Internal Communication: This policy is communicated to all employees through training sessions, our intranet, and internal communications.
- External Communication: This policy is publicly available on our website and communicated to our suppliers and stakeholders.

Conclusion

PLC Hardware is committed to playing a leading role in the fight against modern slavery and human trafficking. We believe that by working together with our employees, suppliers, and stakeholders, we can make a significant impact in eradicating these practices.

Approval and Document Control

This policy statement was approved by our management team on 7/8/2024. It is reviewed and updated annually.

Authorised Signature: *Brad Roach*

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