

## Introduction

This statement sets out Pektron Group Ltd's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during our current financial year which runs from the beginning of April 2024 to the end of March 2025.

As part of the electronics manufacturing sector the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

## Our Business and Supply Chains

Pektron Group Ltd designs and manufactures electronics at our headquarters in Derby UK. We employ approx. 285 permanent staff.

Our main supply chains include those related to electronics manufacture; our components are sourced through distributors or supplied from large multinational corporations direct. These corporations carry responsibility for complying with anti-slavery legislation when sourcing raw materials for the manufacture of their components. Where other materials are required the company sources these from reputable companies, where possible, based in the UK. Assurance is sought from suppliers that they comply with the Modern Slavery Act 2015.

## Risk Assessment and Due Diligence

All Pektron Group Ltd staff are directly employed by us and we ensure that their pay and conditions exceed minimum requirements under UK law. We carry out checks to confirm that employees have the right to work in the UK and we do not use any temporary agency workers, so we consider that the greatest risk of slavery or human trafficking would be in our supply chain where operations and managerial oversight are out of our direct control.

As a part of our company's due diligence process all potential new suppliers undertake a rigorous approval process and we monitor our existing suppliers on a regular basis. We strive to only work with organisations who also commit to the eradication of slavery and human trafficking.

Pektron Group Ltd will not work with any organisation that either has or is found to be knowingly involved within either human trafficking or modern slavery.

## Policies in relation to slavery and human trafficking

We operate internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

Corporate Social Responsibility Policy. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act <http://www.pektron.com/about/corporate-social-responsibility>

Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.

## Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and business, the company is commissioning training for staff who engage with the company's suppliers and for staff who recruit and manage employees.

Our company handbook includes a section on Modern Slavery and those employees who come into contact with suppliers have been trained to recognise signs of modern slavery and human trafficking.

This statement is made in pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31<sup>st</sup> March 2025.

This statement was approved by the organisation's board of directors, who review and update it annually.