

Modern Slavery Policy

This statement is pursuant to the Modern Slavery Act 2015 and relates to the actions and activities of FLEXIM Instruments UK Ltd. FLEXIM's activities in the UK are assessed as low risk in relation to slavery and human trafficking.

- FLEXIM Instruments UK Ltd is committed to ensuring that there is no modern slavery or human trafficking in any part of our company activities or in the supply chain.
- FLEXIM Instruments UK Ltd is committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.
- FLEXIM Instruments UK Ltd as an instrumentation supplier to the oil and gas, LNG, water, energy, renewables and utilities industries in the UK, recognises that it has a responsibility to take a robust approach to combatting slavery and human trafficking.

FLEXIM Instruments UK Ltd is a sales and service support outlet for goods manufactured by our parent company in Berlin, Germany. On this basis, our exposure to the supply chain is primarily supply of goods from our parent organisation.

In the rare instances where independent services are being utilised, we expect all our contractors to comply with our business ethics and values. Noncompliance with our business ethics and values results in termination of contract.

FLEXIM Instruments UK Ltd operates the following policies and procedures that aid the identification of the modern slavery risks and human trafficking in its operations:

- Whistleblowing Policy (see section 1.1.5 above) - FLEXIM encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. FLEXIM Instruments UK Ltd whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. In addition to this the independent whistleblowing charity, Public Concern at Work, operates a confidential helpline.
- Personal Conduct Policy - FLEXIM Instruments UK Ltd code of conduct makes it clear to all employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating in country or abroad and managing relationship with clients.
- Recruitment and Selection Procedure - The Company uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

We also operate the following practices to ensure that slavery and human traffic is not taking place in any part of our business:

- Use of employment contract for all FLEXIM UK employees – no ad-hoc employment or temporary staff on off-the-book employment.
- Use of payroll system for all FLEXIM UK employees – all employees NI paid and salaries as advised at time of employment; no hidden employee exploitation.
- Use of job descriptions for all FLEXIM UK employees – job scopes and expectations clearly defined and fair.