



PO 004 MODERN SLAVERY POLICY

Organisation

This statement applies to Agricultural Requisites and Mechanizations Ltd (ARM Ltd) (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2022/2023.

Statement

Agricultural Requisites and Mechanizations Limited (ARM Ltd) does not reach the threshold of a total turnover of £36M for mandatory reporting however, is committed to meeting the aims of the Modern Slavery Act 2015. We strongly oppose slavery and human trafficking in our supply chains and any part of our business. To be trusted to do the right thing is one of our core values. We would never knowingly engage with suppliers or contractors involved in slavery or human trafficking.

Organisational structure

Agricultural Requisites and Mechanizations Limited has one office which is located at Rydal House, Colton Road, Rugeley, Staffordshire, WS15 3HF in the United Kingdom. The main activity carried out by the organisation is Design, Construction, Refurbishment, Maintenance and Consultancy of wastewater treatment systems with an emphasis on Constructed Wetlands (Reed Beds). The organisation performs the sale of the aforementioned products and services at our office in Rugeley, Staffordshire. Demand for our products and services is consistently high throughout the year and is therefore not seasonal. The labour supplied to Agricultural Requisites and Mechanizations Ltd in pursuance of its operation is carried out in the United Kingdom (National), with consultancy work in South Africa and Spain.

Definitions

The Group considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

Commitment

Agricultural Requisites and Mechanizations Ltd acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Agricultural Requisites and Mechanizations Ltd understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains. Agricultural Requisites and Mechanizations Ltd does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. No labour provided to Agricultural Requisites and Mechanizations Ltd in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Agricultural Requisites and Mechanizations Ltd strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceeds those minimums in relation to its employees.

Supply chains

In order to fulfil its activities, Agricultural Requisites and Mechanizations Ltd main supply chains include those related to the Construction, Refurbishment and Maintenance of wastewater treatment



systems (Reed Beds) from various suppliers in the United Kingdom, South Africa and Spain. We understand that Agricultural Requisites and Mechanizations Ltd first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

Potential exposure

In general, Agricultural Requisites and Mechanizations Ltd considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Impact of Covid-19

During the reporting period covered by this statement, the COVID-19 pandemic was continuing. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for Agricultural Requisites and Mechanizations Ltd as it did for others across the nation.

Agricultural Requisites and Mechanizations Ltd concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'POTENTIAL EXPOSURE' above

During the pandemic, the Group's employees still had access to the grievance procedure to raise any concerns that they may have had.

In line with emergency legislation passed by the Government, Group employees have been paid Statutory Sick Pay during periods of self-isolation where it has not been possible to agree a temporary period of homeworking. Agricultural Requisites and Mechanizations Ltd took the decision from the outset of the pandemic to ensure that all of the workforce who were required to self-isolate in accordance with public health guidelines continued to receive full pay during their absence.

Agricultural Requisites and Mechanizations Ltd modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

Steps

Agricultural Requisites and Mechanizations Ltd carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers. Agricultural Requisites and Mechanizations Ltd has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery. In accordance with section 54(4) of the Modern Slavery Act 2015, Agricultural Requisites and Mechanizations Ltd has taken the following steps to ensure that modern slavery is not taking place:

- As part of our procurement process, any potential contractor or supplier will be required to confirm that they comply with the Modern Slavery Act and, if appointed, we require that they follow the requirements we place on them to any sub-contractors they use to provide their services to ARM Ltd. Our terms and conditions will include contractual provisions relating to compliance with the Modern Slavery Act. We will implement these new provisions in all new agreements, upon renewal of existing agreements and upon issue of purchase orders
- Agricultural Requisites and Mechanizations Ltd are committed to meeting the aims of the Modern Slavery Act 2015. We strongly oppose slavery and human trafficking in our supply chains and any part of our business. To be trusted to do the right thing is one of our core values. We would never knowingly engage with suppliers or contractors involved in slavery or human trafficking.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.



David Cooper

Signed: _____
David Cooper, Managing Director

Dated 21/02/2022

Author	Peninsula	Date Doc. Created	21 Feb 2022
Approved	DJC	Issue	6
Department	HR	Next Review Date	Feb 2023