

HYDAC TECHNOLOGY UK Ltd

Modern Slavery and Human Trafficking Statement

Introduction

This statement sets out Hydac Technology Ltd. approach to understanding and addressing any potential slavery and human trafficking risks within its business and supply chains. Hydac Technology Ltd takes this matter seriously and is committed to improving our practices to combat slavery and human trafficking.

This statement relates to actions and activities during the financial year 2018/2019

The organisation's structure, its business and its supply chains:

Hydac Technology Ltd is a UK registered company; the Company was founded over 35 years ago, and is a subsidiary of the Hydac Group in Germany. The company has its own design and manufacturing facilities in Witney and Charlbury in Oxfordshire and employs over 120 people within the UK and Ireland.

To cover its full range of hydraulic products, Hydac Technology Ltd employs its own product specialists all with extensive knowledge and experience in their area of expertise. Including areas of:

Filtration Technology, Accumulator Technology, Cooler & Cooling Systems, Electronics Control Technology, Fluid Engineering, Systems – Hydraulic and Lubrication.

Hydac Technology Ltd. is a privately owned company with directors in both the United Kingdom and Germany.

We source our products from multiple countries these include, the United Kingdom, Germany, USA, Austria, Belgium, Denmark, Finland, France, Italy, the Netherlands, Norway, Sweden, Switzerland, Czech Republic, Poland, Slovakia, India and China.

The organisation's policies in relation to slavery and human trafficking:

We are committed to ensuring that there is no modern slavery or human trafficking within our supply chains or any part of our business. The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and modern trafficking in its operations:

They may include, but are not limited to, the following:

- Whistleblowing policy
- Harassment and Bullying Policy
- Supplier Information Pack
- New supplier questionnaire (DO45)

The organisation's due diligence processes in relation to slavery and human trafficking and in its business and supply chains:

As part of our initiative to identify and mitigate the risk of slavery and human trafficking occurring within our business and supply chains, the organisation undertakes due diligence when taking on new suppliers and regularly reviews its existing ones. This includes:

HYDAC TECHNOLOGY UK Ltd

- mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking.
- evaluating the modern slavery and human trafficking risks of each new supplier via our 'New Supplier Questionnaire' (DO45).
- reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping.
- conducting supplier audits or assessments via Hydac's own staff/third party auditor, which have a greater degree of focus on slavery and human trafficking where general risks are identified.
- taking steps to improve substandard suppliers' practices, including providing advice to suppliers and requiring them to implement action plans.
- participating in collaborative initiatives i.e. conferences/CIPS courses focused on human rights in general, and slavery and human trafficking in particular.
- subscribing to ethical supplier database, where suppliers can be checked for their labour standards, compliance in general, and modern slavery and human trafficking in particular; and
- invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship.

The organisation's effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against relevant performance indicators:

Hydac Technology Ltd. has reviewed its key performance indicators (KPIs) and as a result, the organisation:

- requires all relevant staff to have completed an on line training course on modern slavery as part of their induction.
- is developing a system for supply chain verification, which is expected to be in place by July 2019 whereby the organisation evaluates potential suppliers before they enter the supply chain; and
- will review its existing supply chains on an ongoing basis, whereby the organisation evaluates all existing suppliers.

The training about slavery and human trafficking available to the organisation's staff:

As a result of Hydac Technology Ltd.'s review of its effectiveness of identifying and reducing the risk of slavery and human trafficking in its business and supply chains, the organisation requires all staff working in supply chain management and HR to complete the following mandatory training:

CIPS Ethical Procurement and Supply (2019) online course or
IHasco Modern Slavery Training online course