

EMERGENCY ONE GROUP MODERN SLAVERY STATEMENT FOR 2020

This statement is published in accordance with Section 54 of the Modern Slavery Act 2015. It sets out the steps taken by Emergency One Group Limited (E1) and all other Emergency One group companies (including Emergency One (UK) Limited and Clan Tools & Plant Limited) during the year ended 31st December 2020.

INTRODUCTION

Slavery, servitude, forced labour and human trafficking (Modern Slavery) is prevalent across the world today. It is important that businesses do not deny or try to ignore this problem. E1 has a zero-tolerance approach to Modern Slavery within our operations and supply chain and are committed to ensuring that this approach is effective.

E1's BUSINESS

E1 is the UK's largest manufacturer of Fire and Rescue Service appliances (including Pumping, Aerial and Special Appliances), and supplier of Operational Fire and Rescue equipment.

We supply to all UK Fire and Rescue Services and several export markets, in addition to a range of airport, industrial, military, and other private customers worldwide.

E1 EMPLOYEE POLICIES

E1's Employee Handbook communicates E1's values and expectations of our employees. E1 undertakes "right to work" checks on all direct employees prior to them commencing their roles with us. This includes checking, where applicable, that the employee has a valid work visa and is of an appropriate age to work. We also operate a Protected Disclosure Policy available to all our employees which encourages individuals to report wrongdoing which extends to human rights violations like Modern Slavery.

E1's SUPPLY CHAIN

The supply chain involved in the manufacture of E1's products is complex, involving multiple levels between E1 and the source of raw materials that enter the manufacturing process. While this makes it a challenge to effectively manage the risks of Modern Slavery throughout the entire supply chain, the approach we take is to actively manage and use our Tier 1 (direct) suppliers as the means by which E1 clearly communicates our expectations down through the supply chain. E1 has a substantial number of suppliers (both production and non-production) supporting its business operations. The majority of E1's suppliers are based in the United Kingdom and Europe.

SUPPLIER ADHERENCE TO E1 VALUES & ETHICS

Before any E1 supplier is appointed, a comprehensive review is undertaken of their commercial, financial and reputational standing.

E1's DUE DILIGENCE PROCESSES FOR MODERN SLAVERY

We evaluate our suppliers across quality, cost and risk metrics. This evaluation forms the basis of any future business award. Key metrics included in this evaluation that provide confirmation of our due diligence processes are:

- a) Self-Assessment Questionnaire:
Regular completion by our production suppliers of a standard self-assessment questionnaire.
- b) E1 Supplier Audit (where required):
Suppliers may be subjected to a new supplier audit based on the outcomes of the Self-Assessment Questionnaire and product being supplied. This requires a visit to the supplier premises by a representative from E1.
- c) Time since last visit by an E1 employee:
Meeting face to face with our suppliers and establishing a clear communication channel is fundamental to successfully managing our relationship with that supplier. These meetings increase the likelihood of detection of unacceptable business practices in the supplier's operations. Therefore, the time since the last "in person" meeting with the supplier is a key risk metric; the longer it has been since the last visit, the higher the risk becomes with that supplier.

FURTHER STEPS

E1 continues to collaborate with our suppliers to increase supply chain transparency and more specifically in relation to ensuring Modern Slavery is not taking place within its supply chain.



Date – 14th April 2021

The above statement has been approved by the E1 Board of Directors, and is signed by E1 Managing Director, Mike Madsen