

MODERN SLAVERY STATEMENT



Meech International

2 Network Point
Range Road, Witney
OX29 0YN, UK
Tel: (0)1993 706700



Document	V1.4
Date of issue	15 th July 2024
Contact	Annie Dorn Procurement Manager

Contents

Introduction	2
Overview	3
Policy & Governance	3
Meech Code of Business Ethics & Purchasing Ethics	3

Introduction

Meech International (“Meech”) supply chain is multi-tiered - the raw materials, parts and services that go into our products are varied and sourced from global Suppliers. However, where possible, we endeavour to source components and materials locally, in order to help to sustain work and employment within the local area.

Meech actively seeks to work closely with long-term, financially stable partners in order to form lasting and reliable business relationships. When choosing Suppliers, we strive to source from companies with a similar ethos: we will never knowingly do business with an organisation which does not share similar commitments and our ethical outlook.

We recognise that identifying and mitigating the risks of modern slavery in global companies with complex supply chains requires on-going commitment and continual improvement. This statement is made in accordance with Section 54 of the UK Modern Slavery Act 2015 and covers all Meech operations and subsidiaries globally.



Annie Dorn
Procurement Manager
Meech International



Adam Battrick
Chief Operating Officer
Meech International

1. Overview

The term Modern Slavery is used to describe situations where coercion, threats or deception are used to exploit victims, and deprive them of their freedom. Modern Slavery includes: slavery, domestic servitude, forced labour, human trafficking, debt bondage, deceptive recruiting and child labour. According to the latest estimates from Walk Free, the International Labour Organisation (ILO) and the International Organisation for Migration there are 17.3 million people in forced labour exploitation in the private sector economy.

2. Policies and Governance

We strive to create a skilled and reliable worldwide team, which works seamlessly, irrespective of background in order to reach their full potential. We have different skills and capabilities and come from diverse cultures – this diversity is important for shaping our future. We look for Suppliers who support the principles of the UN Universal Declaration of Human Rights, as well as the 1998 ILO Declaration on Fundamental Principles and Rights at Work, in accordance with national law and practice.

3. Meech Code of Business Ethics and Purchasing Ethics

Meech Code of Business Ethics sets out minimum workplace standards and business practices that are expected of any Supplier doing business with us, consistent with our company's values. These requirements, including those in this Statement are applicable to Suppliers of Meech and their affiliates and subsidiaries globally and include prohibitions on the use of modern slavery.

Meech's Purchasing Code of Ethics sets out the values, business culture and practices adopted by the Purchasing department on behalf of Meech, as part of its commitment to reinforcing an ethical supply policy.

Meech's Code of Business Ethics and Purchasing Code of Ethics are integrated into our policies, processes and procedures to ensure awareness and understanding of our requirements. In support of these, Meech undertakes specific actions to prevent and mitigate the risk of Modern Slavery in our own business and supply chain, including:

3.1 Due Diligence

Risks related to Modern Slavery in Meech's supply chain are addressed through setting clear expectations for Suppliers through the Meech Code of Business Ethics.

Meech has established a Supplier Appraisal Checklist (SAC) process to review potential new Suppliers. The SAC includes a Supplier Questionnaire to evaluate whether a potential Supplier has processes to address ethics & compliance-related issues.

Meech further monitors publicly available information, as well as carrying out site visits and reviews of critical Suppliers. In cases where we are alerted to a risk of non-compliance with Meech's Code of Business Ethics, we will carry out an investigation and address such risk appropriately with the Supplier.

3.2 Supplier Audits

Meech is permitted to audit its Suppliers' compliance with the Meech Code of Business Ethics. In cases in which serious risks are presented, this audit may be immediate and unannounced. While Meech regularly audits its critical Suppliers for a variety of reasons, typically those audits are not performed solely to determine compliance with the prohibition against Modern Slavery. If necessary, Meech may choose to engage third parties to evaluate compliance with Modern Slavery laws. Meech will promptly and thoroughly investigate any claims or indications that a Supplier may be engaging in any form of Modern Slavery or is otherwise not complying with Meech's Code of Business Ethics or Purchasing Code of Ethics.

3.3 Certification

Meech's Code of Business Ethics states that Suppliers must uphold the human rights of workers and treat them with dignity and respect. Suppliers must not use or engage in any form of Modern Slavery.

Under the Code of Business Ethics, Suppliers' personnel and operations are required to operate in full compliance with the laws of their respective countries and with all other applicable laws, rules, and regulations. Suppliers must ensure that products, services and shipments for Meech adhere to all applicable international trade compliance laws, rules, and regulations, and the Meech Code of Business Ethics requirements. In addition, we expect that Suppliers will require their own Suppliers and sub-contractors to comply with standards of conduct equivalent to the provisions of Meech's Code of Business Ethics.

3.4 Internal Accountability

Accountability related to Modern Slavery risk is established within this Policy. In addition, Meech has risk management processes in order to identify and mitigate a broad spectrum of other supply chain risks.

3.5 Training

As ethics is a cornerstone of Meech's culture, all Meech Purchasing personnel are trained in relation to the expectations in Meech's Purchasing Code of Ethics. In addition, we provide ongoing training to all personnel engaged with Meech's supply chain on protecting human rights. This training includes specific content on recognising and mitigating the risks of Modern Slavery.