



## MODERN SLAVERY STATEMENT OF VULCAN ENGINEERING LIMITED

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Modern Slavery statement.

Modern slavery is a crime and violation of human rights. It takes various forms such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. It is a growing global issue that transcends age, gender and ethnicities ("Modern Slavery").

### OUR PLEDGE

We have a zero tolerance approach to Modern Slavery and we are committed to the prevention, deterrence and detection of Modern Slavery within our business and within our supply chain.

It is our policy to conduct all business activities with honesty, integrity and at the highest possible ethical standards. We are fully committed to implementing and enforcing effective systems and controls within our business and within our supply chain to continually challenge our ability to combat Modern Slavery.

### OUR BUSINESS AND ITS STRUCTURE

The Vulcan Group was established in 1986 and has shown rapid growth year on year with production service centres in Europe, Asia and America, Vulcan Engineering Limited is a leading manufacturer and supplier of, Single Spring Mechanical Seals, FEP/PFA Encapsulated 'O' Rings, Gland Packing and Expanded PTFE gasketing.

### GLOBAL PRESENCE

Our worldwide customer base is serviced by our vast network of approved distributors in over 110 countries.

### OUR POLICY

Vulcan Engineering Limited has used its Modern Slavery & Human Trafficking Policy ("the Policy") to assist in ensuring that no Modern Slavery takes place in any part of our organisation or supply chain.

Vulcan Engineering Limited is working towards establishing a zero tolerance position on violations of anti-human trafficking and anti-modern slavery laws. If we find breaches of these laws within our supply chain, we will look to support companies in their efforts to comply with the legislation.

The Governance Committee has the delegated authority and responsibility of Vulcan Engineering Limited for the prevention, deterrence and detection of unethical practices within our organisation. Responsibility for the Modern Slavery Policy lies with the Governance Committee. All reports of actual or suspected breaches of the Policy are reported to and investigated by the Governance Committee.

### SUPPLIER ADHERENCE TO OUR VALUES

In order to ensure that all persons within our supply chain comply with our values and zero tolerance policy on Modern Slavery, Vulcan Engineering Limited has implemented measures to assess and monitor our supplier's conduct in respect of Modern Slavery.



# VULCAN SEALS

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Vulcan Engineering Limited has taken steps to include specific prohibitions against the use of Modern Slavery in our contracting process in our Standard Terms of Purchase which are expected to be rolled out this coming year. We expect our suppliers to comply with those prohibitions and hold their own suppliers to the same high standards.

We are in the process of proactively issuing all our main suppliers with questionnaires including a declaration asking for confirmation that they are adhering to the Modern Slavery Act and all its provisions. We are also in the process of setting up a dedicated register to store all responses to questionnaires. Responses are reviewed and where necessary further action taken to follow up any matters arising.

We want to help our people to understand more about this growing issue and how to report any suspicions they may have, whether in a business or personal context. We will be highlighting the [www.modernslavery.co.uk](http://www.modernslavery.co.uk) site to all our employees, which holds useful information on how to recognise different types of slavery, how to spot the signs and provides details of telephone helplines. We will be developing resources and we will make them available to all our employees including links to the [www.modernslavery.co.uk](http://www.modernslavery.co.uk) website and the Modern Slavery Act.

## REPORTING

We are in the process of creating a whistleblowing hotline to report knowledge or suspicion. This ensures that anyone who has concerns will have means of raising their concerns confidentially. Our hotline is available to report any suspicions our employees may have regarding Modern Slavery and our employees will be directed to this in any resources that we develop in relation to Modern Slavery.

## CONTACT

Questions and comments regarding this statement are welcomed and should be addressed to [compliance@vulcan-eng.com](mailto:compliance@vulcan-eng.com)

**Embrace Excellence – Vulcan Service, Quality and Value**

Mechanical Seals | FEP/PFA Encapsulated 'O'-Rings | Gland Packing | Expanded PTFE Gasketing