

## Modern Slavery Statement 2019

This Modern Slavery Statement outlines our commitment to be an ethically and socially responsible organisation, this statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Space Engineer Services Limited and other group companies during the year ended 31 December 2019 to prevent modern slavery or human trafficking in our business and supply chain.

We are committed to making sure that all employees are treated with respect and dignity. We have a zero-tolerance approach to any form of modern slavery and are committed to acting with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or supply chain.

### Our Business

Space Engineering Services are one of the most dynamic refrigeration, heating, ventilation and air conditioning services providers in Europe. We are proud to offer innovative products and services and market-leading refrigeration technology.

We offer a wide range of refrigeration, mechanical and electrical services to customers across multiple sectors. Our customers include big name retailers, pharmaceutical manufacturers, food processors and commercial businesses.

We have several offices throughout the UK, with our head office, manufacturing and national operations centre based in Bristol. We also have an office in Hungary, with local service delivery teams and in-country project managers.

### Our Policies

We have several internal policies to ensure that we are conducting business in an ethical manner. These include:

- Modern Slavery Policy
- Public Interest Disclosure Policy (Whistleblowing)
- Ethical Trading Initiative Base Code – we have incorporated the ETI base code into our business.
- Eligibility to work checks– these are carried out for all employees in accordance with UK law. These safeguard against human trafficking or individuals being forced to work against their will.

All policies are available to employees on the company extranet and included in the induction of all new starters to ensure awareness.

## Steps Taken

As an organisation, we have carried out the following;

- Training for all Managers and certain other relevant staff on Modern Slavery, how to spot the signs and the requirements of the Modern Slavery Act.
- Successful audit by independent external auditors reporting to Sedex and one of our key customers confirming our compliance with the Ethical Trading Initiative Base Code and other related matters including modern slavery.
- Maintained a centralised supplier database that includes requiring all suppliers covered by the Modern Slavery Act 2015 to confirm their compliance with the Act and provide a copy of their Modern Slavery Policy as a condition of trading with us.
- Refreshed our Modern Slavery Policy.
- Updated our Employee Handbook including Whistle Blowing Policy.

## Approval

This statement was approved by the Board of Directors.

Date 26 June 2020

Signed

A handwritten signature in blue ink, consisting of a stylized, cursive script that is difficult to decipher. The signature is written in a fluid, continuous stroke.