

AVK UK Ltd Modern Slavery Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that AVK UK Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Context

AVK UK Ltd is the UK's leading supplier of valves, fittings and accessories for the water, sewage, and gas distribution industries.

The UK business is part of the family-owned AVK Group with headquarters in Skovby/ Galten in Denmark. The AVK Group consists of more than 100 production and sales companies worldwide and employs more than 4,575 people.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. AVK UK Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and 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 our supply chain.

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- **Compliance** with the principles of SA8000, headlines topics being as follows
 - **Child Labor:** No use of, or support of child labour within our business;
 - **Forced and Compulsory Labor:** No use or support for forced or compulsory labour;; no withholding salary, benefits, property or documents to force personnel to continue work; personnel right to leave premises after workday; personnel free to terminate their employment; and no use nor support for human trafficking.
 - **Health and Safety:** Provide a safe and healthy workplace; having a robust health and safety policy that prevents potential occupational accidents; support our workers right to remove themselves from imminent danger.
 - **Freedom of Association and Right to Collective Bargaining:**
 - **Discrimination:** No discrimination based on race, national or social origin, caste, birth, religion, disability, gender, sexual orientation, union membership, political opinions and age. No discrimination in hiring, remuneration, access to training, promotion, termination, and retirement.
 - **Disciplinary Practices:** Treat all personnel with dignity and respect; zero tolerance of corporal punishment, mental or physical abuse of personnel.
 - **Working Hours:** Compliance with laws & industry standards;
 - **Remuneration:** Respect the right of our personnel to a living wage; all workers paid at least legal minimum wage; wages sufficient to meet basic needs & provide discretionary income; wages and benefits clearly communicated to workers; overtime paid at premium rate.
- **Recruitment Policy:** We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.



- **Supplier Code of Conduct** is incorporated into our terms of engagement with employee agency temporary contracts and with contractors

Through adopting the principles of SA8000, AVK also demonstrates that it is committed to the UN Global compact which are also concerned with human rights (principles 1 & 2), labour (principles 3 to 6), environment (principles 7 to 9) and anti-corruption (principles 10) whilst implementing supporting processes and business policies to ensure that these principles & commitments are reflected within our performance”.

Supplier Engagement

The AVK Group of companies recognise the importance of choosing the right suppliers with a focus on quality and responsibility and makes an active effort to ensure compliance with human rights principles. The business has a set of formal requirements related to responsibility for all our suppliers and we work systematically with registration, control, follow-up and development of the individual supplier collaborations. In addition, compliance with the Group's policies including Code of Conduct for suppliers is included in the assessment of external suppliers. The Code of Conduct describes our values, is integrated in the purchase agreements with suppliers and accepted in all purchase orders. The Code of Conduct includes topics such as environment and climate, human rights, work standards and anti-corruption.

Training and communications

AVK UK Ltd briefs all new employees on key code of conduct policies which include our policy on Modern Slavery. All employees will be reminded of the code of conduct policies as part of our Core brief process. We have an effective Whistle blowing policy in our business which would provide specific protection for anyone who uncovers and reports on any situation which might be regarded as being in breach our Modern Slavery Policy.

The company directors take responsibility for the implementation of this statement and its objectives and will provide adequate resources (training etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation or within its supply chain.

We can report that during 2021/22 no instances of slavery or human trafficking were reported within our organisation or have come to our attention in any of our supply chains.

Signed

Martin Greenhalgh – AVK UK Managing Director

