

AVK UK Ltd Modern Slavery and Corporate & Social Responsibility Policy

Although AVK UK Ltd's turnover does not exceed the threshold turnover in the Modern Slavery Act 2015 requiring a statement concerning the steps the organisation has taken during the financial year to ensure that slavery and human trafficking is not taking place, we do acknowledge and recognise our obligations in this regard as a reputable supplier into the UK Water and Gas utility industries.

Most of our purchases come from AVK owned manufacturing businesses around the world, and all AVK owned manufacturing businesses have a strict zero-tolerance policy for slavery and human trafficking. Further, all AVK owned manufacturing businesses maintain upper quartile working environments for our employees. We pay fair and equitable local wages and comply with all minimum pay legislations in the various countries in which we employ personnel. We fully recognise the United Nations Global Compact principles where Principle 4 covers the elimination of all forms of forced and compulsory labour and Principle 5 covers the abolition of child labour throughout the AVK group.

Where we offer products in our product programme that are not purchased from AVK manufacturing companies, or where AVK manufacturing companies use third-party suppliers, we formally audit the supply chain and as part of this audit process we take reasonable and practical steps to ensure that slavery and human trafficking is not taking place.

As part of the AVK Group, AVK UK Ltd abide by the Group Corporate and Social responsibility policy as detailed in the attached brochure.

Within AVK UK Ltd, we can further confirm that we comply with the principles of SA8000 i.e.

- **Child Labor:** No use or support of child labour;
- **Forced and Compulsory Labour:** No use or support for forced or compulsory labor; no required 'deposits' - financial or otherwise; 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; prevent potential occupational accidents; appoint senior manager to ensure OSH; instruction on OSH for all personnel; system to detect, avoid, respond to risks; record all accidents; provide personal protection equipment and medical attention in event of work-related injury; remove, reduce risks to new and expectant mothers; hygiene- toilet, portable water, sanitary food storage; decent dormitories- clean, safe, meet basic needs; and worker right to remove from imminent danger.



- **Freedom of Association and Right to Collective Bargaining:** Respect the right to form and join trade unions and bargain collectively. All personnel are free to: organize trade unions of their choice; and bargain collectively.
- **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; no harsh or inhumane treatment.
- **Working Hours:** Compliance with laws & industry standards; normal workweek, not including overtime, shall not exceed 48 hours; 1 day off following every 6 consecutive work days, with some exceptions; overtime is voluntary, not regular, not more than 12 hours per week.
- **Remuneration:** Respect right of personnel to living wage; all workers paid at least legal minimum wage; wages sufficient to meet basic needs & provide discretionary income; deductions not for disciplinary purposes, with some exceptions; wages and benefits clearly communicated to workers; paid in convenient manner – cash or check form; overtime paid at premium rate; prohibited use of labor-only contracting, short-term contracts, false apprenticeship schemes to avoid legal obligations to personnel.



Paul Jennings
Managing Director
AVK UK Limited

