

Modern Slavery and Human Trafficking Statement

Introduction

This statement is made on behalf of NIC Instruments Ltd pursuant to the section 54(1) of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement.

Our Business

We focus on the Design and Manufacture of explosive ordnance disposal/CBRNe and high-risk search equipment.

Our Supply Chains

Our supply chains include all organisations that supply our company with goods or services, regardless of whether paid for or free of charge

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective system controls to ensure slavery and human trafficking is not taking place anywhere in our business and in our supply chains.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify risk and mitigate against such risk we nominate senior representation of the business units and functions, who in turn report to the managers of the business at the Management System Meeting chaired by the Managing Director.

We have in place specific policies and statements such as our Corporate Social Responsibility Policy, our Equal Opportunities Policy and our Ethical Statement, that support and demonstrate our zero-tolerance ethos towards modern slavery and human trafficking.

We have in place systems across our business to: -

- Identify inappropriate employment practices
- Identify and assess other potential risk areas
- Mitigate the risk of slavery and human trafficking occurring
- Monitor potential risk areas

NIC Instruments Ltd

- Protect whistle-blowers

Supplier Adherence to our Values and Ethics

To ensure all those in our supply chain and contractors comply with our values we operate in line with principles of responsible sourcing, including paying employees at the prevailing minimum wage applicable within the UK. We have in place a supply chain compliance programme that is maintained by the relevant line manager. This consists of client reviews, audits and self-certification declarations.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, in our supply chains and in our business partners, we provide relevant training to our staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the year ending 31st of December 2018 and was approved by the Managing Director of NIC Instruments Limited on the 21st of November 2018.

Steve Wisbey
Managing Director
NIC Instruments Limited
21/11/2018