Anti-Slavery Policy

Purpose

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Scope

This policy applies to all persons working for Weltec Engineering Ltd., or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

Application

Weltec Engineering Ltd. strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have been and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our company operations or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

Weltec Engineering Ltd., are committed to ensuring that all persons working with us or on our behalf support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery within our company operations and our supply chains.
- We encourage the prevention, detection and reporting of modern slavery in any part of our company operations, or supply chain. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- We take a risk-based approach to our sub-contracting processes and keep them under review.

Consistent with our risk-based approach we **may** require:

1. Employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our anti-slavery policy.
2. Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to our anti-slavery policy.
3. As part of our ongoing risk assessment and due diligence processes we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our anti-slavery policy.

If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take appropriate action which may include reporting to the Gardai and other relevant authorities. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.
Weltec Engineering Ltd. maintain an open information policy towards all parties affected, interested and involved in its activities and to issues, which concern modern slavery

Signed: Date: 10th January 2020

Ger O'Leary
Managing Director
Weltec Engineering Ltd.