MODERN SLAVERY STATEMENT

Introduction

Modern slavery is a criminal offence under the Modern Slavery Act 2015. Modern slavery can occur in various forms, including servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

FLI Water (hereafter referred to as the Company) have a zero-tolerance approach to any form of modern slavery. We are committed to acting in an ethical manner, with integrity and transparency in all business dealings.

This statement sets out the steps that the Company has taken and are continuing to take to ensure that modern slavery or human trafficking is not taking place within the Company or sub-contractor/ supply chains.

FLI Water

FLI Water was set up in 1990 and quickly established an enviable reputation as a specialist process contractor operating at the leading edge of technology in its sector.

We design, supply, install and commission plants to treat sewage, industrial effluents, water & sludges, and strive continuously to improve out technical and commercial performance to stay ahead of our competitors.

Each of the Company's work with a wide range of different subcontractors/ suppliers, each of which may have their own subcontractors, affiliates and associate entities mainly in the UK and Ireland.

Our Policies

The Company has a number of internal policies that ensure we are conducting business in an ethical and transparent manner:

- Modern Slavery Statement - reflects our commitment to acting ethically and with integrity in all our company activities.
- Right to Work policy – this outlines our procedure around checking rights to work in the UK.
- Anti bribery, corporate hospitality and receipt of gifts policy – outlining the company's position on preventing and prohibiting bribery.
- Ethics policy – expecting all employees carry out Company business to the highest ethical standards and in compliance with all relevant legal principles.
- Public disclosure policy – giving legal protection to employees as a result of publicly disclosing serious concerns.
- Recruitment - 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.

MODERN SLAVERY STATEMENT

Our Sub-contractors and Suppliers

We have a zero-tolerance policy to modern slavery and human trafficking. We expect all those in our supply chain and sub-contractors to comply with our policies. The Company maintains a register of Approved Subcontractors and Suppliers (including service providers) and undertakes an assessment to verify their suitability. We require all sub-contractors / suppliers to affirm awareness of their responsibilities and comply with the Modern Slavery Act. We expect our sub-contractors and suppliers to have suitable modern slavery and human trafficking policies and processes in place. The Company carries out proportionate risk assessments of its subcontractors and suppliers, taking into account industry sector, geographic area, and nature of work. If any sub-contractors / suppliers do not meet the required standards, we will ask them to take action to improve or we may terminate the business relationship if improvement is not forthcoming.

Training

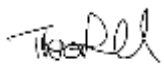
We provide training to relevant employees to ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and supply chains.

Our Effectiveness in Combating Slavery and Human Trafficking

To measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or subcontractor/supply chains, we monitor:

- Payroll systems;
- Rights to work in the UK;
- Sub-contractors/ suppliers.

Signed on behalf of FLI Water



Trevor Snell, Group Managing Director
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