

Anti-Slavery and Human Trafficking Policy

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Anti-Slavery and Human Trafficking Policy for **Netzsch Pumps and Systems Ltd (NPU)** for the business year ending **30th June 2023**.

Netzsch Pumps and Systems Ltd (NPU)

Netzsch Pumps and Systems Ltd (NPU) is the UK subsidiary company of Netzsch Pumpen & Systeme GmbH (itself a member of the Netzsch group of companies)

NPU has 9 employees in the UK and is concerned with the UK sale and service of progressing cavity and rotary lobe pumps, dosing and barrel emptying systems, macerators, spare parts and accessories

NPU has a projected turnover of £6m for the business year ending 30 June 2023

We are committed to the sustainability and performance of the businesses that we work with.

We collect and validate supplier data and mitigate risks.

NPU Commitment Regarding Slavery and Human Trafficking

NPU considers slavery and human trafficking to be abhorrent and is opposed to any human rights abuses in our direct operations and our supply chain.

We aim to have the appropriate policies, processes and procedures in place and are always seeking to improve our business practices and to help our suppliers to expose and eliminate human rights abuses.

Our Supply Chain and Structure

NPU has a range of suppliers from UK based subsidiaries of renowned international corporations to local small-to-medium-sized businesses.

Services provided include the supply of

- pumps, associated equipment, spare parts
- control systems
- electric motors and drives
- seals and seal systems
- on-site maintenance and servicing
- fabrication services
- health, safety and environmental advice
- accountancy services
- administrative services

Identifying Supply Chain Risks

NPU has a list of approved suppliers evaluated against prevailing quality, trading and performance standards.

Based on our current knowledge we are unsure whether our relationships with these suppliers give rise to material risks of slavery or human trafficking.

In business year 2022 our evaluation process will involve an on-going assessment of our suppliers' corporate responsibility performance.

NPU will use the information provided by suppliers to determine whether there is a risk of human rights abuses within our supply chain. If we believe that such a risk exists NPU will serve notice and cease trading with any high-risk supplier. Appropriate authorities will be notified of our concerns

Policies and Training

This Anti-Slavery and Human Trafficking Policy reflects NPU's commitment to acting ethically in all our business relationships and to implementing and enforcing effective systems to ensure slavery and human trafficking is not taking place within our supply chain.

Where necessary we will provide guidance and training to support employee understanding of expected behaviour, particularly in respect of their business decisions and relationships

Action to Address Modern Slavery

NPU will endeavour to have detailed knowledge of our suppliers, their operations and practices.

We will put in place a system to

- identify and assess potential risk areas in our supply chains
- mitigate the risk of slavery and human trafficking occurring in our supply chains
- follow up with suppliers who have a higher risk profile
- report any known human rights abuses

This system will include the gathering of information on potential conflicts of interest, unethical incentives and other corporate responsibility performance metrics

Ongoing Review

This policy will be reviewed by the Managing Director at the beginning of each business year

The next review of this document will be during November 2023


 Managing Director

Netzsch Pumps and Systems Ltd November 2023