

## **STATEMENT OF PACS MARINE ENGINEERING LTD COMMITMENT TO THE MODERN SLAVERY ACT 2015 (“THE ACT”)**

At PACS Marine Engineering Ltd we are dedicated to doing the correct thing in the right way. Our policies and procedures aim to guarantee that the highest standards of ethics and integrity are upheld. As a provider of services to the marine, public, energy and transport sectors, we recognise that we have a responsibility to take a robust approach to slavery and human trafficking and we are fully devoted to combatting slavery and human trafficking.

### **Organisational Structure and Business**

PACS Marine Engineering is Located In Middlesbrough we are a specialist in the global marine, public, transport and energy sectors providing ship repair, ship conversion and marine engineering services, Steel Fabrication, Pipe Fitting.

### **Supply Chain**

Our supply chain covers a comprehensive range of goods and services connected with the operation of our business, including: third party direct labour, an extensive range of engineering subcontractors, fixed and mobile plant hirers.

### **Our Policies on Slavery and Human Trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our anti-slavery and human trafficking policy reflects our commitment to acting ethically and with integrity in all our business relationships and to applying and executing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

### **Supplier Obedience to our Values and Ethics**

We have zero tolerance to slavery and human trafficking and expect those in our supply chain and contractors to comply with our values and ethics. To that end we are in the process of putting in place a supply chain compliance programme to consist of certifications, contractual provisions requiring compliance and sanctions for supplier non-compliance.

### **Due Diligence Process**

As part of our initiative to identify and mitigate risk we are seeking to implement the following steps:

#### **Supply Chain**

Supplier Selection, Certifications and Contracts

- We are in the process of putting in place procedures to ensure that all future suppliers of goods or services to PACS Marine are required to respond to a pass/fail question on whether their organisation is compliant with the Act;
- The Companies agreements which are used for the purchase and supply of goods and services to include responsibilities requiring compliance with all applicable laws, statutes, regulations, codes and policies, including in relation to anti-slavery and anti-human trafficking, and requiring that satisfactory and compliant policies and procedures are maintained and enforced related to such matters and prohibiting any activities, practices or conduct which may constitute or cause any breach of, or offence under, any

(E) enquires@pacsmarine-engineeringltd.co.uk such laws, statutes, regulations, codes, policies or procedures. These also provide for us with ability to audit compliance in respect of such matters and terminate and cease dealing with any supplier in the event of a breach of any such obligations;

## Violations

The Companies zero-tolerance policy towards violations of the laws banning forced labour, slavery and human trafficking allows us to terminate and cease dealing with any supplier in the event of any such violation.

## Our own business

### Code of Conduct

PACS Marine Engineering Ltd Code of Conduct details the standards that all our employees are expected to adhere to in terms of behaviour.

### Whistleblowing Policy

PACS Marine encourages all its workers, customers to report any worries related to its direct activities or its supply chain. Our Whistleblowing policy is relevant to employees and is intended to make it easy for employees or officers to make disclosures without anxiety of retaliation.

### Recruitment / Agency Workers Policy

PACS Marine endeavours to use only specified, reputable employment agencies to source labour and verifies the practices of any new agency it is using before accepting workers from that agency.

### Training

We provide workshop training for appropriate managers within our business.

## Violations

Our Disciplinary policy permits the termination of employment of employees found to be involved in any breach of the law including the law banning forced labour, slavery and human trafficking.

## Our effectiveness in combatting Slavery and Human Trafficking.

We strive to always review, monitor and assess how effective we are to ensure that slavery and human trafficking is not taking place in any part of our business or supply chain and we will take and implement all appropriate steps and measures to act on the findings and outcomes of any such reviews and assessments and maximise our effectiveness and continual improvement.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 The statement has been approved by our Directors.

Company Registration: 09167747

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