

## Modern Slavery Statement 2024

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Sil-Mid Limited has taken, and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Sil-Mid Limited has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

## Our Business

Sil-Mid Limited is owned by GracoRoberts UK. We are a specialist distributor of chemical consumables used throughout aerospace and aviation, supplying customers in over 100 countries for 40 years. Founded in 1980 as a GE Silicones distributor, Silmid supports customers in the aerospace OEM, MRO, airline, helicopter, general aviation, and defence segments.

## Our Policies

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Modern Slavery Policy on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a recruitment policy and processes which include 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.
3. Whistleblowing Policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

## Our Policies

Sil-Mid Limited operates a supplier policy and maintains a supplier approval list. We conduct due diligence on all suppliers before allowing them to become an approved supplier. We have over 400 active suppliers at any one time, and we source from all regions of the world.

As part of our supplier approval process, we require that suppliers confirm to us that they have taken steps to eradicate modern slavery within their business, including:

- avoiding the use of child or forced labour.
- guaranteeing minimum pay for workers (in accordance with applicable national standards)
- ensuring they provide safe and healthy working conditions for workers.

We also require suppliers to ensure their own suppliers comply with these requirements and may terminate any contracts or relationship with any supplier, at any time should any instances of modern slavery come to light.

## Training

To ensure our procurement/buying teams and People Services staff understand the risks of modern slavery they are given training by receiving this statement and the Modern Slavery Policy.

Sil-Mid Limited provides guidance on how concerns can be communicated on a confidential basis. Concerns about suspected modern slavery associated with our processes, or our suppliers may be reported by employees in this manner.

# PO13 Modern Slavery Statement



## Our Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement:

Signed  Managing Director      Date 6/3/24

### Document Control

<b>Owner</b>	Managing Director
<b>Reviewer</b>	Quality Manager

### Version Control

Reason for Change	Date Updated
Original revision	06/03/2024