



ANTI - SLAVERY AND HUMAN TRAFFICKING POLICY

Introduction:

Modern slavery is a crime and a violation of fundamental human rights; Cox Powertrain Limited has a zero-tolerance approach to this abhorrent practice, and works actively to eliminate it from its business, and from its supply and distribution chains.

Modern slavery and human trafficking laws are now a global legislative requirement made by the United Nations and enacted by many countries. The UK Modern Slavery Act 2015 defines modern slavery as a term used to encompass slavery, servitude, sexual exploitation, 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.

Policy Statement:

Cox Powertrain Limited strictly prohibits all forms of modern slavery, sexual exploitation, and human trafficking within its organisation and operations, and in its supply chains and distributors.

We are committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation, or in any of the supply or distribution chains.

This policy applies to all persons working for the company or on its behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, suppliers (and their sub-suppliers) and distributors (and their dealers).

Commitments:

The prevention, detection and reporting of modern slavery in any part of the organisation is the responsibility of all those working for Cox Powertrain or on its behalf; they are expected to support, comply with and uphold the following measures to safeguard against modern slavery:

- ❖ Have a zero-tolerance approach to all forms of modern slavery and human trafficking.
- ❖ They must not engage in, facilitate, participate in, encourage, or fail to report any activity that might lead to, suggest, or imply a potential breach of this policy.

Cox Powertrain's contracting processes utilise a risk-based approach and are kept under review; consistent with this we expect:

- ❖ All employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our Anti-Slavery and Human Trafficking Policy, and
- ❖ Suppliers engaging workers through a third party, or a distributor appointing a dealer, to obtain that third party or dealer's agreement to comply with the Anti-Slavery and Human Trafficking Policy.

At our sole discretion we may conduct due diligence audits of suppliers and distributors for their compliance with this Anti-Slavery and Human Trafficking Policy.

Cox Powertrain Limited will not tolerate breaches of this policy by any individuals or organisations working on its behalf and will take appropriate action as required by Law.

A handwritten signature in blue ink, appearing to read 'Timothy Reult'.

Tim Routsis (CEO)

May 2020