

## **Silicon CPV Limited Modern Slavery Statement**

### **Statement**

Silicon CPV Limited fully acknowledges its responsibilities in relation to tackling modern slavery and compliance with the provisions in the Modern Slavery Act 2015.

### **Structure and Business and Supply Chains**

Silicon CPV Limited is an independent long-established British manufacturer operating in the UK. The company provides products and services to different sectors and organisations throughout the World.

Any parts, products or services are purchased from reputable high-quality industry recognised suppliers on an order / contract basis. Silicon CPV Limited regularly communicates with suppliers throughout the year.

The company is committed to providing the very latest advances in technology. All of the services provided are continually monitored and controlled using industry best practice.

Silicon CPV Limited is ISO 9001:2008 accredited

### **Definitions**

Silicon CPV Limited recognises that Modern Slavery is a crime resulting in abhorrent abuse of human rights through human trafficking and forced work compulsory labour and has defined its policies in relation to promote ethical business practices and protection of workers from exploitation and abuse both in their own organisation and global supply chains.

### **Employees**

Silicon CPV Limited recruitment and employment process complies with UK Employment law rules and regulations, which are reviewed regularly. All new employees are appropriately checked and also made aware of our Modern Slavery policies. On an ongoing basis, all employees of Silicon CPV Limited are remunerated and regularly reviewed in line with this statement. There is an employee code of conduct in place and staff training policies fall within the points covered in this statement.

## **Supply Chain**

Internal business procedures are reviewed regularly to ensure that any demands made on suppliers or subcontractors avoid violation of human rights. Such demands include late payments, late orders, high pressure deadlines. For all company contracts zero tolerance is built into the contracts for modern slavery through dialogue, self-assessment, audits, training and building of opportunities with suppliers, sub-contractors, customers and other business contracts.

## **Due Diligence**

Due diligence is regularly conducted to ensure that actual and potential human rights are assessed, and any impacts are addressed. Such assessment include level of influence business may have, risk assessment. If any risks are identified than immediate action would be taken to address any instances found and how these actions can be prioritised to embed respect for human rights. Risks will be investigated in each sector that the business operates and business partnership risks.

## **Responsibility for this Policy**

The Board of Director's are responsible for the implementation and compliance of this policy which is reviewed annually. They ensure that sufficient resource is available to combat any modern slavery either internal to the organisation or within the supply chain.

## **Performance Indicators**

Performance indicators are implemented to include such policies such as

- purchasing goods and services to avoid modern slavery,
- production contract delivery timings so not to increase staff workload pressure
- Grievance procedures of staff, suspicions or concerns by staff and reporting mechanism
- Visibility, leverage and oversight of suppliers in the supply chain

## **Training**

Training on this policy is carried out regularly to raise the necessary awareness and the importance of modern slavery and what people need to do to raise any concerns. If necessary, more bespoke training is provided to particular employee groups.

**Communication**

The policy is publicly available, both internally and externally

**Authorisation**

This policy has been authorised for use by Humayun Mughal CEO



9-5-20

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Humayun Mughal

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Date