



Modern Slavery and Human Trafficking Statement

This is the statement of general policy and arrangements for:

Grillatech Limited

1. INTRODUCTION

This statement sets out Grillatech's actions to understand and eliminate all modern slavery risks and to put in place steps aimed at ensuring there is no slavery or human trafficking within our own business and our supply chains.

Grillatech is committed to acting ethically and with transparency in all our business operations and to ensuring effective processes and controls are in place so that all our employees, business partners and extended communities are treated with respect and integrity and that we do not engage directly or indirectly with slavery or human trafficking.

2. ORGANISATION STRUCTURE AND SUPPLY CHAINS

We are an independent supplier of professional, managed and training services in the UK, with works covering the EU and the US. Headquartered in the UK with an office in Edwinstowe, Mansfield, England. Our principal business is serviced based and we do not manufacture products.

3. POLICIES AND STANDARDS

We operate the following policies and principles that describe our approach to the identification of modern slavery risks and steps to be taken to prevent human slavery and human trafficking in our operations:

Whistleblowing policy: We encourage all our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation, and is available here: [Resources | GrillaTech](#)

Anti-Corruption and Bribery Policy: Our policy makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain, and is available here: [Resources | GrillaTech](#)

Supplier/Procurement Conduct: We have a zero-tolerance policy to working with anyone that is involved in any illegal or unethical conduct, such as human trafficking, child labour or the use of slavery.

Recruitment/Agency Workers: We use only specified, reputable employment agencies to source

Modern Slavery and Human Trafficking Statement; Issue 1; 10/22

Next review 10/23 or after significant legislative or process change.

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labour and always verify the practices of any new agency before accepting workers from that agency.

4. DUE DILIGENCE PROCESS

Grillatech undertakes due diligence when considering any new suppliers and regularly reviews its existing partners, stakeholders and suppliers to ensure values and standards are consistent with our own.

5. PERFORMANCE INDICATORS AND COMPLIANCE

Suppliers are required to complete our 'Supplier Sign-Up' questionnaire and demonstrate that they adhere to our policies and statements, and provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour.

We work with suppliers to ensure that they meet our standards and make improvements where required. Serious violations will lead to the termination of the business relationship.

6. TRAINING

All our employees know they have a role to play in the integrity of our supply chains and they all receive access to the relevant policies and regular updates are published in the staff handbook to which they are notified, specific training is provided to relevant members of staff based on their role.

We encourage and support our employees to identify any suspected misconduct, including violation of labour laws or unethical labour practices through our whistleblowing policy. This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and reflects the actions and activities during the financial year ending 31st July 2022.

This statement was approved by the Board of Directors of Grillatech on 10th October 2022.

Dave Stanley
Managing Director