

Modern Slavery and Human Trafficking Statement 2020

This statement is made by Severn Glocon Group Limited ("Severn Glocon Group") pursuant to section 54(1) of the Modern Slavery Act 2015, (the "Act").

Severn Glocon Group is committed to preventing modern slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that our supply chains are also free from such practices.

This statement sets out the steps we have taken to ensure that our business and our supply chains are free from modern slavery and human trafficking during the financial year ending 31st December 2020.

Organisation

The Severn Glocon Group of companies have over 50 years' experience in superior valve engineering, supplying high integrity products and services to overcome complex and extreme production demands in the energy industries.

With manufacturing operations in the UK and India, Severn Glocon Group has technical service and support operations throughout the world, with almost 1,000 employees and a global supply chain. Our customers and stakeholders rely on us to maintain the highest of standards in not only what we do but how we do it. We source finished products and raw materials from locations across the globe, it is key for all staff and our supply chain to be aware of the risks of modern slavery and human trafficking and identify those risks.

Commitment to the prohibition of Modern Slavery

Severn Glocon Group is committed to preventing slavery and human trafficking occurring in any of its corporate activities around the world as well as seeking to ensure our supply chains are also free from such practices.

Severn Glocon Group shares best practice amongst its global operations with all group companies making a commitment to a mutual Code of Business Conduct approved by the Group Chief Executive Officer. The Code of Business Conduct sets out the ethical values by which Severn Group directs the behaviours of all our employees and is communicated to our business partners and suppliers.

Our modern slavery approach will be communicated to our supply chain, embedded into our procurement policy and will become a part of the way we work.

Accordingly, the Severn Glocon Group will not knowingly use unlawful child labour or forced labour in any of the commodities, products and/or services it provides, nor will it accept commodities, products and/or services from suppliers that employ or utilize child labour or forced labour.

Activities in 2020

Severn Glocon Group will engage only reputable firms, vendors and consultants, (collectively, "service providers"). During 2020 we launched a programme whereby every service provider must undergo due diligence before any contract is awarded. This due diligence comprises an initial questionnaire, which addresses all aspects of the service provider's business including their position on modern slavery and human trafficking. Where the service provider does not

have their own policy, we will share ours and require compliance to the terms of the Severn Group policy.

During 2020 there were no issues identified relating to modern slavery or human trafficking within the Severn Glocon Group supply chain.

Future Activities

We aim to take the following further steps over the course of the next financial year:

- Implementation of key performance indicators (KPIs) to monitor effectiveness of compliance with modern slavery and human trafficking legislation throughout our supply chain
- Training for staff on modern slavery and human trafficking principles
- Revision of General Terms and Conditions for Purchase for all procurement matters to include Modern Slavery and Human Trafficking provisions
- Launch of the Speak Out hotline to all group entities, implementing access to an independent whistleblowing telephone line

We look forward to implementing these initiatives, monitoring compliance and reporting on them in our next annual statement.



Director