

Modern Slavery and Human Trafficking Statement 2021

This statement is made by Contour Technologies Limited (“Contour Technologies”) pursuant to section 54(1) of the Modern Slavery Act 2015, (the “Act”).

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 2021.

Organisation

The Contour Technologies 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 sophisticated manufacturing operations in the UK, India and the US, Contour Technologies 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 what we do, and how we do it. We source finished products and raw materials from locations across the globe, it is key for all our 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

Contour Technologies 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.

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

Our commitment to tackling modern slavery is communicated to our supply chain, embedded into our procurement policy and is part of the way we work.

Accordingly, Contour Technologies does not knowingly use unlawful child labour or forced labour in any of the utilities, other commodities, products or services it provides, nor will we accept commodities, products or services from suppliers that employ or utilize child labour or forced labour.

Activities in 2021

Contour Technologies engage only reputable firms, vendors and consultants, (collectively, “service providers”). Every service provider must undergo rigorous 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 and policies 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 Contour Technologies’ Policies.

We have launched the Speak Out Policy to all staff in our group companies whereby any unethical behaviour or non-compliance with Contour Technologies Policies can be reported through our management and human resources channels, and on an anonymous basis, thus providing a safe and secure method of reporting matters related to the work environment.

In addition, the Whistleblowing Hotline was widened within the businesses to an international platform. This is an independent, confidential service which permits any employee to report any serious concerns in relation to ethics and compliance matters and includes the reporting of any modern slavery and human trafficking concerns.

During 2021 there were no issues identified relating to modern slavery or human trafficking within the Contour Technologies employees or supply chain and service providers.

Future Activities

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

- Ethics and Compliance training for all our staff and agents to include modern slavery and human trafficking principles.
- We will implement key performance indicators (KPI's) to monitor the effectiveness of compliance with modern slavery and human trafficking legislation throughout our supply chain, ensuring our service providers demonstrate practical commitment and are engaged in active compliance.
- Inclusion and Revision of General Terms and Conditions for all new procurement contracts to include specific modern slavery and human trafficking prevention provisions.
- Revision of all Ethics and Compliance Policies and the development of a process control framework which will incorporate specific guidance on modern slavery and human trafficking.

We look forward to implementing these initiatives, constant review, and monitoring compliance with our commitment to preventing modern slavery and human trafficking and reporting on them in our next annual statement.

Signed by



Perttu Louhiluoto
On behalf of the Board of Contour Technologies Limited

Date: 26 January 2022