

Anti-Slavery Policy

28th March 2023



Modern Slavery Act Company Statement FY 1st January 2022 - 31st December 2022

Inverterk Drives Limited are dedicated to improving our practices to combat slavery and human trafficking and will operate a zero-tolerance approach throughout all areas of our business. We are committed to eradicating all forms of slavery or human trafficking in accordance with the Modern Slavery Act 2015. We expect the same from our customers, suppliers, distributors, contractors and other suppliers of goods and services around the globe.

Organisation's structure

Inverterk Drives Ltd is part of Sumitomo Heavy Industries situated within the Power Transmission and Control Division. Inverterk Drives Ltd is a global manufacturer of sophisticated electronic variable speed drives used to control electric motors in the industrial automation sector. We have over 400 employees worldwide, operate in over 80 countries, with a global annual turnover in excess of £76 million.

Our supply chains

We have an extensive global network of over 210 suppliers throughout the world, ranging from small private limited companies to large multinationals. Our aim is to eliminate, as far as is possible, the risk of modern slavery within the supply chain and to trade both ethically and with integrity throughout our entire business.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls. Our aim is to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

Due diligence processes for slavery and human trafficking

We audit all our current suppliers annually and confirm their ongoing commitment to eradicating all forms of abuse. All new suppliers are required to carry out self-assessments and declare compliance with our stated policy prior to the initiation of any business affiliation.

Inverterk Drives Limited Offa's Dyke Business Park, Welshpool, Powys, UK, SY21 8JF

Tel: +44 (0)1938 556868 | **Fax:** +44 (0)1938 556869 | **Email:** sales@inverterkdrives.com

Registered in England No. 3504834 VAT Number GB 712854929

Within our ISO9001 Quality System we monitor and protect our supply chains by:

- Identifying, assessing and monitoring potential risk areas.
- Mitigating the risk of slavery and human trafficking occurring.
- Protecting whistle blowers.

Supplier adherence to our values

To ensure all those in our supply chains comply with our values we have a dedicated compliance team consisting of a Compliance Manager, supported by internal and external auditors and managers at all levels within the company. The team monitors the compliance process ensuring that it is robust, effective and remains fit for purpose.

Training

To ensure a high level of understanding of the risks, within our supply chains and business, we provide the following training to our staff:

- Employees who interact with our supply chain are made aware of potential risk areas and how to escalate concerns without fear of repercussions.
- New starters are briefed regarding our Anti-slavery Policy during their company induction.
- Our Anti-slavery Policy is included into periodic company re-inductions carried out for all employees.
- Managers most actively involved have been trained in 2021 by our company solicitors.
- We work with our business partners to ensure they provide appropriate training to their Staff, Suppliers & Providers.

Our effectiveness in combating slavery and human trafficking

The following key performance indicators (KPIs) are used to measure the effectiveness of our Anti-slavery Policy:

- Annual Internal and external ISO 9001 audit to include modern slavery and human trafficking.
- Global Purchasing evaluate all new potential suppliers before they enter the supply chain.
- Global Purchasing review all existing suppliers annually based on risk.
- The due diligence questionnaire, which suppliers complete prior to commencement of business with Invertex, include questions on modern slavery and human trafficking.

- Slavery and human trafficking questions form part of the annual supplier review process.
- Invertek China division have completed their own surveys and concluded that they comply with the act.
- Our forecasting mechanism now includes a table of those that comply to include company turnover indicating which suppliers need to (or are close to needing to) comply with the Modern Slavery Act 2015.
- Training provided for all relevant employees.
- Updated Invertek Drives Ltd Supplier Code of Conduct.
- In accordance with section 54(4) of the Modern Slavery Act 2015, Invertek Drives LTD has contacted all suppliers to set out our zero tolerance stance on modern slavery and to ensure that slavery and/or human trafficking is not taking place within our supply chain.

Further steps for 2023

Following a review of the effectiveness of the steps already in place the further actions will be taken to combat slavery and human trafficking:

- Further training to be arranged for our purchasing team & managers updated annually.
- A full policy review at the end of the year in line with 2023 advised changes.
- Certification by Suppliers.
- Continue to use this document as a crucial part of our vendor selection process.
- Continuation of the Invertek Drives Ltd Supplier Code of Conduct.
- Comprehensive evaluation of risks & risk assessment to be completed based on this document.
- For all new, potential suppliers, they must complete our updated Supplier Assessment which requires proof of the following: Does your company uphold a Modern Slavery policy? To what extent have you mapped your own supply chain? What are your responses to key slavery risks? Without these sections sufficiently filled in, we will not continue with them in the process.



Adrian Ellam

Finance and Operations Director Invertek Drives Ltd

On behalf of Board of Directors

This statement is made pursuant to section 54(6) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2022.

Anti-Slavery Policy

24th June 2022



Modern Slavery Act Company Statement FY 1st January 2021 - 31st December 2021

Inverterek Drives Limited are dedicated to improving our practices to combat slavery and human trafficking and will operate a zero-tolerance approach throughout all areas of our business. We are committed to eradicating all forms of slavery or human trafficking in accordance with the Modern Slavery Act 2015. We expect the same from our customers, suppliers, distributors, contractors and other suppliers of goods and services around the globe.

Organisation's structure

Inverterek Drives Ltd is part of Sumitomo Heavy Industries situated within the Power Transmission and Control Division. Inverterek Drives Ltd is a global manufacturer of sophisticated electronic variable speed drives used to control electric motors in the industrial automation sector. We have over 329 employees worldwide, operate in over 80 countries, with a global annual turnover in excess of £50 million.

Our supply chains

We have an extensive global network of over 135 suppliers throughout the world, ranging from small private limited companies to large multinationals. Our aim is to eliminate, as far as is possible, the risk of modern slavery within the supply chain and to trade both ethically and with integrity throughout our entire business.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls. Our aim is to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

Due diligence processes for slavery and human trafficking

We audit all our current suppliers annually and confirm their ongoing commitment to eradicating all forms of abuse. All new suppliers are required to carry out self-assessments and declare compliance with our stated policy prior to the initiation of any business affiliation.

Inverterek Drives Limited Offa's Dyke Business Park, Welshpool, Powys, UK, SY21 8JF

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Registered in England No. 3504834 VAT Number GB 712854929

Within our ISO9001 Quality System we monitor and protect our supply chains by:

- Identifying, assessing and monitoring potential risk areas
- Mitigating the risk of slavery and human trafficking occurring
- Protecting whistle blowers

Supplier adherence to our values

To ensure all those in our supply chains comply with our values we have a dedicated compliance team consisting of a Compliance Manager, supported by internal and external auditors and managers at all levels within the company. The team monitors the compliance process ensuring that it is robust, effective and remains fit for purpose.

Training

To ensure a high level of understanding of the risks, within our supply chains and business, we provide the following training to our staff:

- Employees who interact with our supply chain are made aware of potential risk areas and how to escalate concerns without fear of repercussions
- New starters are briefed regarding this policy during their company induction
- This policy is included into periodic company re-inductions carried out for all employees
- Managers most actively involved have been trained in 2021 by our company solicitors
- We work with our business partners to ensure they provide appropriate training to their staff, suppliers and providers

Our effectiveness in combating slavery and human trafficking

The following key performance indicators (KPIs) are used to measure the effectiveness of this policy:

- Annual Internal and external ISO 9001 audit to include modern slavery and human trafficking
- Global Purchasing evaluate all new potential suppliers before they enter the supply chain
- Global Purchasing review all existing suppliers annually based on risk
- The due diligence questionnaire, which suppliers complete prior to commencement of business with Invertex, include questions on modern slavery and human trafficking
- Slavery and human trafficking questions form part of the annual supplier review process
- Invertex China division have completed their own surveys and concluded that they comply with

the act

- Our forecasting mechanism now includes a table of those that comply to include company turnover indicating which suppliers need to (or are close to needing to) comply with the modern slavery and human trafficking act

Further steps for 2022

Following a review of the effectiveness of the steps already in place the further actions will be taken to combat slavery and human trafficking:

- Further training to be arranged for relevant employees and updated annually
- A full policy review in line with 2022 advised changes
- Introducing this more prominently to our vendor selection procedure
- Introduction of an Invertex Drives Ltd Supplier Code of Conduct



Adrian Ellam

Finance and Operations Director Invertex Drives Ltd

On behalf of Board of Directors

This statement is made pursuant to section 54(6) of the Modern Slavery Act 2015.

30th June 2021

Modern Slavery Act Company Statement FY 1st January 2021 - 31st December 2021

Inverterk Drives Limited are dedicated to improving our practices to combat slavery and human trafficking and will operate a zero-tolerance approach throughout all areas of our business. We are committed to eradicating all forms of slavery or human trafficking in accordance with the Modern Slavery Act 2015. We expect the same from our customers, suppliers, distributors, contractors and other suppliers of goods and services around the globe.

Organisation's structure

Inverterk Drives Ltd is part of Sumitomo Heavy Industries situated within the Power Transmission and Control Division.

Inverterk Drives Ltd is a global manufacturer of sophisticated electronic variable speed drives used to control electric motors in the industrial automation sector. We have over 248 employees worldwide, operate in over 80 countries, with a global annual turnover in excess of £42 million.

Our supply chains

We have an extensive global network of over 135 suppliers throughout the world, ranging from small private limited companies to large multinationals. Our aim is to eliminate, as far as is possible, the risk of modern slavery within the supply chain and to trade both ethically and with integrity throughout our entire business.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls. Our aim is to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

Due diligence processes for slavery and human trafficking

Inverterk Drives Limited Offa's Dyke Business Park, Welshpool, Powys, UK, SY21 8JF

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Within our ISO9001 Quality System we monitor and protect our supply chains by:

- Identifying, assessing and monitoring potential risk areas
- Mitigating the risk of slavery and human trafficking occurring
- Protecting whistle blowers

Supplier adherence to our values

To ensure all those in our supply chains comply with our values we have a dedicated compliance team consisting of a Compliance Manager, supported by internal and external auditors and managers at all levels within the company. The team monitors the compliance process ensuring that it is robust, effective and remains fit for purpose.

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- New starters are briefed regarding this policy during their company induction
- This policy is included into periodic company re-inductions carried out for all employees
- We work with our business partners to ensure they provide appropriate training to their staff, suppliers and providers

Our effectiveness in combating slavery and human trafficking

The following key performance indicators (KPIs) are used to measure the effectiveness of this policy:

- Annual Internal and external ISO 9001 audit to include modern slavery and human trafficking
- Global Purchasing evaluate all new potential suppliers before they enter the supply chain
- Global Purchasing review all existing suppliers annually based on risk
- The due diligence questionnaire, which suppliers complete prior to commencement of business

with

- Invertex, include questions on modern slavery and human trafficking
- Slavery and human trafficking questions form part of the annual supplier review process

Further steps

Following a review of the effectiveness of the steps already in place the following further actions will be taken to combat slavery and human trafficking:

- Training to be arranged for relevant employees and updated annually
- Ensure Invertex China complies as a supplier
- The introduction of a Global supplier code of conduct document which will refer to the Modern slavery and human trafficking act and its compliance
- The Supplier Schedule modern slavery and human trafficking register will be expanded to include company turnover indicating which suppliers need to (or are close to needing to) comply with the modern slavery and human trafficking act.



Adrian Ellam

Finance and Operations Director Invertex Drives Ltd

On behalf of Board of Directors

This statement is made pursuant to section 54(6) of the Modern Slavery Act 2015.

30th March 2020

Modern Slavery Act Company Statement FY 1st Oct 2019-31st Dec 2020

Inverttek Drives Limited are dedicated to improving our practices to combat slavery and human trafficking and will operate a zero-tolerance approach throughout all areas of our business. We are committed to eradicating all forms of slavery or human trafficking in accordance with the Modern Slavery Act 2015. We expect the same from our customers, suppliers, distributors, contractors and other suppliers of goods and services around the globe.

Organisation's structure

Inverttek Drives Ltd is part of Sumitomo Heavy Industries Ltd. situated within the Power Transmission and Control Division.

Inverttek Drives Ltd is a global manufacturer of sophisticated electronic variable speed drives used to control electric motors in the industrial automation sector. We have over 240 employees worldwide, operate in over 80 countries, with a global annual turnover in excess of £37 million.

Our supply chains

We have an extensive global network of over 135 suppliers throughout the world, ranging from small private limited companies to large multinationals. Our aim is to eliminate, as far as is possible, the risk of modern slavery within the supply chain and to trade both ethically and with integrity throughout our entire business.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls. Our aim is to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

Due diligence processes for slavery and human trafficking

We audit all our current suppliers annually and confirm their ongoing commitment to eradicating all forms of abuse. All new suppliers are required to carry out self-assessments and declare compliance with our stated policy prior to the initiation of any business affiliation.

Within our ISO9001 Quality System we monitor and protect our supply chains by:

- Identifying, assessing and monitoring potential risk areas
- Mitigating the risk of slavery and human trafficking occurring
- Protecting whistle blowers

Supplier adherence to our values

To ensure all those in our supply chains comply with our values we have a dedicated compliance team consisting of a Compliance Manager, supported by internal and external auditors and managers at all levels within the company. The team monitors the compliance process ensuring that it is robust, effective and remains fit for purpose.

Training

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- Employees who interact with our supply chain are made aware of potential risk areas and how to escalate concerns without fear of repercussions
- New starters are briefed regarding this policy during their company induction
- This policy is included into periodic company re-inductions carried out for all employees
- We work with our business partners to ensure they provide appropriate training to their staff, suppliers and providers

Our effectiveness in combating slavery and human trafficking

The following key performance indicators (KPIs) are used to measure the effectiveness of this policy:

- Annual Internal and external ISO 9001 audit to include modern slavery and human trafficking
- Global Purchasing to evaluate all new potential suppliers before they enter the supply chain

- Global Purchasing to review all existing suppliers annually based on risk

Further steps

Following a review of the effectiveness of the steps already in place the following further actions will be taken to combat slavery and human trafficking:

- The due diligence questionnaire, which suppliers complete prior to commencement of business with Invertex, to include questions on modern slavery and human trafficking
- Slavery and human trafficking to form part of the annual supplier review process
- Training to be arranged for relevant employees and updated annually
- New document to be included into future versions of ISO 9001 procedures
- Ensure all Invertex Associate and Subsidiary companies comply



C R Haspel

Operations Director Invertex Drives Ltd

On behalf of Board of Directors

This statement is made pursuant to section 54(6) of the Modern Slavery Act 2015.