

Anti-Slavery and Human Trafficking Statement

Statement and Purpose

This statement sets out the actions of Workdry International Ltd and its subsidiary companies, including Selwood Ltd and Siltbuster Ltd (our 'organisation'), to understand all potential modern slavery or human trafficking risks related to its business and to put in place steps aimed at ensuring there is no slavery or human trafficking in its own business and supply chains.

Our organisation is committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking. We recognise that we have a responsibility under the Modern Slavery Act 2015 to take a robust approach to slavery and human trafficking and the organisation demands the same attitude of all who work for us and expect it from all with whom we have business relationships and dealings.

Scope, organisational structure, and supply chains

This statement relates to the actions and activities of Selwood Ltd, Siltbuster Ltd and Workdry International during the period 01 April 2022 to 31 December 2023. The organisation's financial year ended 31 December 2022.

Selwood Ltd and Siltbuster Ltd are separate legal entities owned by Workdry International Ltd. At the time of publishing this statement, Selwood Ltd employs 573 people and Siltbuster Ltd employs 85 people. These numbers will fluctuate in the year.

Workdry International Ltd does not provide goods or service or employ anyone.

Selwood Ltd are world leaders in pump manufacturing, the leading pump rental solutions company in the UK and a renowned supplier of plant and construction equipment for hire and sale.

Siltbuster Ltd is the UK's number one water treatment solutions company for the construction industry, municipal, industrial, and mining sectors.

Countries of operation and supply

Our goods and services are sourced mostly from within the UK and EU. Trading with multiple worldwide sectors we maintain relationships with many different organisations and recognise that goods or services supplied from sources outside of these areas are potentially more at risk from slavery/human trafficking issues.

Implementation and operation of the statement

We will ensure that our approach to the identification of modern slavery risks and steps to be taken to prevent, uncover, and report slavery and human trafficking is incorporated into our operations.

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Suitable material will be sourced to raise awareness within each Company's Leadership teams, enabling them to carry out their responsibilities and, where appropriate, to help suppliers better understand and respond to the identified slavery and human trafficking risks.

We actively encourage all our employees, customers, and other stakeholders to report any concerns related to the direct activities or the supply chains of the business. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Employees, customers, or others who have concerns can contact us via our website or contact the Modern Slavery helpline on 0800 0121 700 (<https://www.modernslaveryhelpline.org/>). There is also an App which can be downloaded: [Download The App - Unseen \(unseenuk.org\)](https://www.unseenuk.org/).

Responsibility

The **Board of Executive Directors** has general responsibility and oversight to ensure that this policy and its implementation complies with our ethical and legal obligations. This statement will be reviewed annually as a minimum, after seeking expert advice and guidance, to ensure it remains compliant and effective.

Company Leadership Teams have ultimate responsibility for following the organisation's anti-slavery initiatives including the use of the online supplier pre-qualification questionnaire and risk-based onboarding and evaluation process when assessing suppliers of goods or services, where it is considered to be a potential risk.

The Safety, Health, Environmental and Quality department will be responsible for any investigations and due diligence in conjunction with the relevant Company's (or Business Unit) Managing Directors.

The **HR department** is responsible for making available suitable e-learning which is available to employees involved in the supply chain to better understand the subject and risks of slavery and human trafficking.

Relevant Policies

Whistleblowing policy: We encourage all our employees, 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 employees and customers to make disclosures, without fear of retaliation.

Disciplinary policy: The disciplinary policy makes it clear to employees the actions and behaviour expected of them when representing the Company. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating within the UK, abroad and managing our supply chain.

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Bullying and Harassment Free Workplace Policy: This policy supports this aim by also setting out the steps we will take to investigate and deal with complaints of bullying or harassment, and how we support those affected. One key to protecting our culture and our people is seeking to eliminate bullying or harassment at work.

Equality, Diversity and Inclusion Policy outlines the organisation's commitment throughout everyone's employment lifecycle to equality, diversity and inclusion and sets out how we put this commitment into practice and what behaviours we expect from our people. We believe that having a culture that is diverse, equitable and inclusive is core to everything that we strive to achieve and to the organisational environment we wish to protect.

We adhere to the National Living Wage. Vacancies are advertised on the Selwood Ltd (Workdry International Ltd) and Siltbuster websites and applications welcomed from candidates in accordance with this Policy who meet the relevant criteria. Candidates are required to supply at interview evidence of their right to work in the UK and other documentation such as employment references, qualifications, training and driving licence are validated as required.

Agency workers: We only use reputable employment agencies to source labour, ideally those with membership of the Recruitment and Employment Confederation. We require transparency from the agency regarding the rate it is paying the temporary worker(s), and always require the agency workers to be background reference checked i.e., to ensure they are free and legally able to work in the UK; their previous employment history has been verified along with their qualifications, training, and driving licenses where applicable.

Training

We require all employees working within our organisation to complete suitable e-learning training.

Due Diligence

Due diligence is undertaken throughout our supply chain with our commitment to ensuring that our suppliers adhere to the highest standard of ethics. Through our online pre-qualification questionnaire and risk-based onboarding and evaluation process, we set out our expectations and requirements of our supply chain, whilst ensuring to evaluate and monitor the steps they take to prevent the exploitation of workers and how they adopt the Ethical Trading Initiative Base Code within their wider supply chain. We further enhance this through regular reviews and supported by our SHEQ department, conduct an annual audit programme to ensure our supply chain adhere to the modern slavery and human trafficking requirements.

Actions to be taken during 2023

The organisation will:

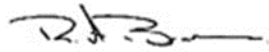
- Continue to extend the use of the online supplier pre-qualification questionnaire across the organisation

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- Complete an annual audit programme that ensures our supply chain comply with modern slavery and human trafficking requirements
- Review the available Modern Slavery e-learning modules on the new Learning Management System for suitability and implement across the business
- Ensure all employees across the business successfully complete any new Modern Slavery e-learning module, once e-learning is implemented
- Update the current Equal opportunities and dignity at work policy; this will be separated into two separate policies, one for Equal opportunities and one for Bullying and Harassment
- Continue to review and replace the Selwood Staff Policy and Siltbuster Staff Handbook with appropriate new stand-alone Workdry wide policies, in accordance with the HR Policies roadmap 2023-2024.

This Statement and Policy has been reviewed and approved by the Workdry Board of Executive Directors. It will next be reviewed by Dec 2023.

Director's Signature:



Director's Name: Richard Brown, CEO

Date: 09 June 2023

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