



Modern Slavery Statement 2020

Walker Filtration Limited

(Published during 2021)

Walker Filtration Limited

Walker Filtration Ltd
Birtley Road
Washington
Tyne & Wear NE38 9DA
www.walkerfiltration.co.uk

Telephone: +44 (0) 191 417 7816

Registration: 1726079
England and Wales

Contents

Introduction.....	3
Our business structure	4
Our supply chain.....	4
Due diligence	5
Risk Assessment and measuring effectiveness.....	5
Awareness raising, training and capacity	6
Addressing Modern Slavery during the Covid-19 Pandemic	6
Plans for 2021/2022	7

Introduction

The UK Modern Slavery Act 2015 requires businesses to state the actions they have taken through the financial year to ensure modern slavery is not taking place in their operations and supply chain. We are fully committed to playing our part in the eradication of modern slavery. We are strong advocates for transparency and collaboration to eliminate the risks or potential risks in our supply chain.

This statement refers to the financial year ending 31 December 2020. Following current Home Office guidance, we are also extending this report to cover the way how we have addressed modern slavery tracking during the Covid-19 pandemic experienced from March 2020 to the date of the publication of this report.

This report sets out the steps taken by Walker Filtration Limited to prevent modern slavery and human trafficking in our own operations and supply chain. Our commitments are embedded in our Business Code of Practice to ensure that we are running our business with a positive contribution to our colleagues, customers, and communities.


This statement has been published in accordance with the Modern Slavery Act 2015 and has been approved by the Board of Walker Filtration Limited:



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Stephen Bittle
Director, Walker Filtration Limited
May 2021



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Alex Bongaerts
Director, Walker Filtration Limited
May 2021



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Ben Van Hove
Director, Walker Filtration Limited
May 2021

Our business structure

The Walker Filtration Group has been operating in the United Kingdom for over 35 years. Worldwide, we are a global manufacturing organisation (employing circa 360 staff). We are part of the Atlas Copco Group which is listed on the Swedish Stock Exchange.

At the heart of what we do, is innovation, sustainability, and outstanding customer service. All Walker Filtration Limited entities are ISO 9001 compliant, currently also targeting to complete ISO 45001 certification during the year, and we have the same expectations of our key suppliers.

Our supply chain

We believe our global trade with people across countries and continents should have a positive impact, creating job opportunities for people around the world.

We have a large number of direct and indirect suppliers who manufacture and transport raw materials and components globally. These suppliers include small to medium enterprises and larger scale companies.

We work closely with our distributors, who engage with our customers directly, assisting with our sustainable growth. Both our suppliers and distributors are required to operate in accordance with Walker Filtration's Business Code of Practice. This includes abiding by a commitment to ensure there is no slavery activity within their organisation and supply chain. Due to the structure of our business, we have the ability both upstream and downstream to promote respect for human rights and make a real and positive impact on peoples' lives.

We highlight that our General Terms and Conditions of Purchase specifically refer to the Business Code of Practice which highlights our expectations in respect of business ethics, social and environmental performance. Compliance is mandatory for all employees, managers, and business partners. Failure to adhere to our Code will result in termination of any business relationship unless material steps to compliance are taken.

The Business Code of Practice is embedded in our culture, and we carry out regular training sessions for all members of staff.

Policies relating to modern slavery

We believe that there are a number of international declarations, standards or codes that are important to our work. These include:

- The UN International Bill of Human Rights
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights and Work
- The UN Global Compact
- OECD's Guidelines for Multinational Enterprises
- The Responsible Business Alliance Code of Conduct

Our commitment to address modern slavery is supported in the Business Code of Practice. In addition, we provide a confidential hotline for any member of staff, business partner or third party to enable them to raise concerns: hotline@walkerfiltration.com

Due diligence

Over the years, we have put in place due diligence processes, and we are committed to continually developing these. Risks regarding slavery are dynamic and ever changing. We actively respond to potential risks in our business and supply chain.

Before we begin business with a supplier, we undertake an assessment and, where necessary, a detailed audit of the suppliers' premises. The type of due diligence method depends on the assessment performed at the initial stage of potential engagement. This includes criteria such as quality, delivery, finance, environment, health and safety.

We have a Business Partner Criteria checklist which is based on the UN Global Compact and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work. It includes two red flag points: 'elimination of all forms of forced and compulsory labour' and 'rejection of child labour'. We use this when carrying out on-site audits of selected suppliers and we systematically carry out internal audits on our own companies annually. If violations are detected, business partners are immediately requested to adapt or change to meet our criteria.

Risk Assessment and measuring effectiveness

We regulate our temporary and agency workers, as we recognise that these types of workers pose a greater risk. We apply the same training standards for these members of staff as for fully employed employees. Should we find evidence of modern slavery, it will be reported to the Gang-masters and Labour Abuse Authority (GLAA).

Walker Filtration is third party certified via a common global management system to the international management systems standards for:

- ISO 9001:2015 Quality Management System
- ISO 13485:2016 Medical Devices

The company is also currently in the process to be certified for ISO45001 Occupational Health and Safety, with expected completion during 2021.

We have the same expectations of our suppliers. All potential suppliers are assessed regarding Quality, Environmental, Energy, Health & Safety certification and performance and graded appropriately. Based on this grading, suppliers complete questionnaires to ensure they are the right business partner for our company. In addition, we have visited and audited significant suppliers.

Awareness raising, training and capacity

Raising awareness of modern-day slavery, what it looks like, what it may appear to look like and how we address it, are important parts of our strategy. We know that identifying possible cases requires training and upskilling individuals in vital roles to understand the drivers behind it, not just the possible signs. This is intended to create joint responsibility under our decentralised model.

It is obligatory for all employees and any new employees to complete e-learning training on the Business Code of Practice which covers Modern Slavery issues. As part of this training, employees are requested to complete six micro-learnings in ethics which helps to promote understanding and visibility. We require all staff to sign a Compliance Statement to ensure they are reminded of their obligations under the Business Code of Practice so that the key principles are at the forefront of every employees' mind.

Addressing Modern Slavery during the Covid-19 Pandemic

Walker Filtration unsurprisingly suffered an impact from the Global pandemic and, like many other companies, has had to adapt quickly to the abrupt change in policy and market conditions.

Despite lockdowns and other restrictions due to the Covid-19 pandemic, we were able to maintain production and followed the advice and guidelines provided by the Government to ensure we were 'Covid-19 Secure'. We confirm, that as an organisation, we have kept updated on the many changes in government policy throughout 2020 – particularly regarding our employees – and we believe that we have done our best to look after our employees throughout the ongoing pandemic. We remained open and maintained production throughout 2020 which helped us to protect our employees' income and jobs.

Our Health and Safety team and ambassadors have worked diligently to alleviate concerns as to Health and Safety in the workplace and we have taken huge steps to promote social distancing in the workplace. We have conducted extensive risk assessments, implemented a vast array of control measures to safeguard our people whilst on site working, and have operated home working for office-based staff in line with the Government guidance.

We have been in touch with all elements of our business, keeping everyone positively motivated (with various engagement activities), and have provided training and regular updates to ensure our people are fully informed. Our HR and H&S teams have been fundamental in holding all employees together during this period of lockdown and have ensured safety, health and overall wellbeing has been prioritised to support employees throughout.

Despite the downturn, we have kept in touch with our customers and key suppliers to ensure continuity and that all has been well during what has been the most challenging times that we have ever experienced.

Plans for 2021/2022

We are proud of the standards that we seek to maintain across the group. Therefore, starting from a high standard already, we look to continue to strengthen our approach and position regarding eliminating modern slavery. We also intend to continue to monitor actions in our external supply chains;

Our business:

- Continue to track our internal completion of the Business Code of Practice training

Supply chain:

- Continue to communicate our policies to our suppliers to drive improvements
- Require all significant suppliers and distributors to confirm their acceptance of our Business Code of Practice
- Develop a Risk Assessment scoring process and continue the roll out of quality assessment and physical site audits.