



Modern Slavery Statement 2021

Walker Filtration Limited

(Published during 2022)

Walker Filtration Limited

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Introduction

The UK Modern Slavery Act 2015 (the "Act") 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 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 refers to the financial year ending 31 December 2021. It has been published in accordance with the Modern Slavery Act 2015 and has been approved by the Board of Walker Filtration Limited.



Stephen Bittle
Director, Walker Filtration Limited



Alex Bongaerts
Director, Walker Filtration Limited



Ben Van Hove
Director, Walker Filtration Limited

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 supplier's 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 of 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

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 that "all is well". We have worked with our supply chain to ensure continuity and have ensured that all is well with our key suppliers during what has been, one of the most challenging times we have ever experienced.

Plans for 2022/2023

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 action 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.