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Revision Date	07/05/2025	
Authorised By	C Willis	

Norse Precision Castings Ltd
Anti-Human Trafficking and Modern Slavery Policy
Effective Date: 07/05/2025
Review Date: 07/05/2026

1. Purpose

Norse Precision Castings Ltd ("the Company") is committed to preventing human trafficking and modern slavery in all its forms across our operations and supply chains. This policy outlines our approach to identifying, preventing, and addressing these risks, in compliance with the Modern Slavery Act 2015 and our ethical responsibilities.

2. Scope

This policy applies to:

- All employees, officers, directors, and contractors of Norse Precision Castings Ltd.
- All suppliers, subcontractors, and other business partners, regardless of location.

3. Our Commitment

We will:

- Not tolerate any form of human trafficking, forced labour, or slavery.
- Conduct business in an ethical, transparent, and responsible manner.
- Implement due diligence procedures in our supply chain to identify and mitigate risks.
- Encourage openness and provide support for anyone who raises concerns.


4. Definitions

Human Trafficking: The recruitment, transportation, transfer, harbouring or receipt of persons by means of threat, force, coercion, abduction, fraud, or deception for the purpose of exploitation.

Modern Slavery: Includes slavery, servitude, forced or compulsory labour, and human trafficking.

5. Risk Assessment and Due Diligence

We will:

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- Assess and review the risk of modern slavery in our operations and supply chain annually.
- Conduct due diligence on suppliers, including questionnaires, audits, and verification of practices.
- Require high-risk suppliers to sign a declaration against modern slavery.

6. Supplier Code of Conduct

All suppliers and partners must:

- Comply with the Modern Slavery Act and international human rights standards.
- Not use forced, bonded, or involuntary labour.
- Provide fair wages, safe working conditions, and freedom of movement.
- Ensure the same standards throughout their own supply chains.

7. Training and Awareness

We will:

- Provide training to relevant staff on identifying and addressing modern slavery risks.
- Raise awareness among employees about indicators of trafficking and how to report concerns.

8. Reporting and Whistleblowing


- Employees, suppliers, and other stakeholders are encouraged to report concerns confidentially through our whistleblowing procedure.
- Reports can be made to: **info@norsecastings.com**
- We will investigate all reports promptly and take appropriate action.

9. Non-Compliance

Any employee or supplier found to be involved in human trafficking or slavery will face disciplinary action, including possible termination of employment or contract.

- Legal authorities will be notified where applicable.

10. Monitoring and Review

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- This policy will be reviewed annually or as needed based on changes in legislation, company structure, or risk profile.
- Updates will be approved by senior management and communicated to all relevant parties.

Approved by:

Chris Willis
General Manager

Date: 07/05/2025