



Modern Slavery Statement – Financial Year Ending December 31st 2023

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Husco International Partners LLP has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Husco International Partners LLP does not condone or accept any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

Husco is a global leader in the development and manufacture of hydraulic and electro-hydraulic controls for off-highway applications.

Husco within the UK was established in 1984 as a design and manufacturing facility to support our customers based in Europe. Our office and factory cover over 8,300 m² as well as having a fully equipped development and machine test facility. The factory is ISO9001 & 14000 compliant and is equipped with modern machining, assembly, test and paint facilities.

Husco has a global supply chain. The supply base is strategically developed to support our manufacturing facilities within the US, UK, India and China.

Our policies

We operate a number of internal policies and practices to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment practice. We operate a robust recruitment practice, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Equal Opportunities policy. We operate a policy of equal opportunity so that employees know that people will be judged solely on merit and ability during recruitment, selection, training, development and promotion throughout their employment.
3. Code of ethics and conduct. This code explains the manner in which we behave as an organisation and how we expect our employees to act.
4. Legislative adherence. We ensure continued compliance with legislation in relation to employment and health and safety, including but not limited to:
 - a. Working Time Regulations 1998
 - b. National Minimum Wage Act 1998
 - c. Agency Worker Regulations 2010
 - d. Employment Rights Act 1996
 - e. Employment Act 2008
 - f. Equality Act 2010

Our suppliers

Husco operates a well-integrated and diversified global supply base and we welcome the opportunities provided by the Modern Slavery Act to reinforce our expectations for the ethical and fair treatment of employees throughout our supply chain.

We audit suppliers periodically, identifying any areas for improvement, and, where necessary, identifying those that should not be a supplier to Husco. We do not work with suppliers who do not demonstrate compliance with modern slavery, child labour, and health, safety and environmental obligations.

We expect all suppliers to comply with local, regional and state / federal laws where they operate. All suppliers are required to sign our Supplier Manual, within which they are required to confirm their working conditions and the working conditions for tiered suppliers, using the following code of conduct guidance:

- **Respect For Each Other**
 - Recognize and support people, ideas, potential and performance
- **Power of Collaboration**
 - Engage for mutual success
- **Passion For Excellence**
 - Customer focus and continuous performance improvement
- **Personal Integrity**
 - Highest ethical standards worldwide
- **Community Responsibilities**
 - Outstanding global and local corporate citizenship

Over the course of the last 12 months Husco have continued to leverage the local Engineering and Supplier Development teams at our manufacturing locations around the world to visit suppliers. Internally, employees are required to provide bank details within their own name for the purposes of salary payment. Husco continue to offer mental health support via an Employee Assistance Program and Mental Health First Aiders – facilitating additional support and opportunity for employees to raise concerns and seek help.

Approval for this statement

This statement was approved by the Board of Directors on 25th November 2024.

Name (Director): **GREGG HELLER**

Signature:

Date: **25-NOV-2024**