

Exsel Pumps Ltd as a subsidiary of Turner & Co (Glasgow) Limited fully support and engage with the Turner Group statement on Modern Slavery as detailed below and can be viewed on their website www.turner.co.uk

Prevention of Modern Slavery – Transparency in Supply Chain

Turner & Co (Glasgow) Limited and our Group Companies welcomed the introduction of the Modern Slavery Act 2015 ('the Act'). The purpose of the Act is consistent with our values of integrity and our desire to exercise the highest standards of ethical behaviour in our relationships.

This statement is made and published in accordance with s54 of the Act and is a statement of the steps that our organisation has taken during the financial year to 26 March 2021 to ensure that slavery and human trafficking is not taking place (i) in any of our supply chains and (ii) in any part of our own business. We have continued to review our policies and procedures and will take any further steps, in our forthcoming financial year to 25 March 2022, which we consider appropriate to ensure slavery and trafficking activities are not present in our supply chain.

We value the trusted and long-term relationships we have within our supply chain. We expect our supply chain to adhere to and support our values. We endeavour to work with our supply chain in a collaborative, open and transparent way and will never knowingly deal with or support any businesses who are involved with human slavery or trafficking.

We remain committed to being vigilant to the risks of slavery and trafficking activities.

All our UK employees are employed upon terms that are in accordance with applicable UK legislation. We aim to provide a secure and safe working environment, provide development and career opportunities, compensate employees fairly, treat employees with respect and help employees achieve their maximum potential.

We shall continue to review our own policies and procedures over the next financial year and take such further appropriate steps to ensure slavery and trafficking are not present in our supply chain or in any part of our own business.

All employees must ensure they read, understand and comply with this statement. The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for us or under our control. All employees are required to avoid any activity that might lead to, or suggest, a breach of this statement.

Relevant data will be collected in line with the employee handbook and to enable the business to carry out checks in relation to an employee's right to work in the UK in accordance with sections 15-25 of the Immigration, Asylum and Immigration Act 2006. The documents required are confirmed in the original offer

letter and comply with the requirements set out in the Home Office guidance: 'An Employer's Guide to Right to Work Checks'. Copies of all documents are retained for 3 years after the employee has left the business.

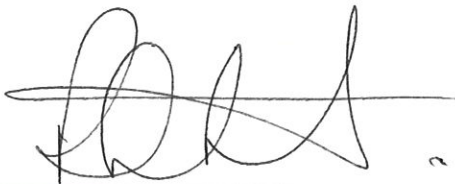
Training on this statement and on the risk our business faces from modern slavery in its supply chain, forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary.

Our zero-tolerance approach to modern slavery in our business and supply chains must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Any employee who breaches this statement will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Approved by the Board of Directors of Turner & Co (Glasgow) Ltd and Mitchell Diesel Ltd on 27 September 2021.



Rob Hamber
Managing Director, Exsel Pumps Ltd