



MODERN SLAVERY - CHILD LABOUR POLICY STATEMENT

I.E. Bolt & Nut (2012) Ltd is a UK based Manufacturer and Distributor of Industrial Screwed Fasteners with a UK branch network, a strong export division and an international customer base. I.E. Bolt & Nut (2012) Ltd has an international supply chain encompassing Europe, United States, India, Vietnam and China.

I E Bolt & Nut (2012) Ltd has an overriding principal to conduct its business ethically and with Integrity to the benefit of its Customers, Shareholders, Employees and the Communities in which it operates.

The company is vehemently opposed to all forms of exploitation of human beings, fully supports the Modern Slavery Act and is committed to ensuring that Human Trafficking and Slave Labour form no part of its supply chain.

I.E. Bolt & Nut (2012) Ltd are developing processes and resources to:

- Identify potential risks in the supply chain.
- Train all staff to understand and identify possible breaches of the Modern Slavery Act.
- Actively monitor each supplier and identify areas of risk.
- Act swiftly and decisively when a possible breach takes place.
- Also apply the same principles to all forms of exploitation of minors and child labour within the the organisation and supply chain.

I.E. Bolt & Nut (2012) Ltd will provide training to enable all employees to identify situations where a potential or actual breach takes place and an environment where employees are encouraged to disclose potential breaches of the act without risk to their own position.

- This policy will be reviewed at least 12 months after date of issue.

SIGNED:

DATE: 8th January 2025

Chris Garwood - Managing Director