

SPECIALIST DESIGN, MANUFACTURE & INSTALLATION OF ELECTRICAL CONTROL SYSTEMS.

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Modern Slavery and Human Trafficking Statement

This statement sets out CEMA Ltd's actions to understand all potential Modern Slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no Modern Slavery or Human Trafficking in its own business and its supply chains. Following re-evaluation, this Statement relates to actions and activities in the 12 months to 30th September 2018. This Company recognises that it has a responsibility to take a robust approach to Modern Slavery and Human Trafficking.

The Company is absolutely committed to preventing Modern Slavery and Human Trafficking in its corporate activities, and to ensuring that its supply chains are free from Modern Slavery and Human Trafficking.

Organisational Structure and Supply Chains

This Statement covers the activities of CEMA Ltd, currently operating solely in the United Kingdom. Part of the Company's Supply Chain operates from within current EU countries.

The following is the process by which the Company assesses whether or not particular activities or countries are high, medium or low risk in relation to Modern Slavery or Human Trafficking:

The Board of Directors of CEMA Ltd will review and assess the national circumstances of the countries in which it has any form of commercial relationship from available public and governmental information and identify if any "risks" of Modern Slavery or Human Trafficking are apparent or likely, under the circumstances. Any identified risks will be documented, along with any appropriate actions or activities which should be implemented.

Responsibility

Responsibility for the organisation's anti-slavery initiatives rests with the Board of Directors of CEMA Ltd. These responsibilities will cover Policies and Procedures, Risk Assessments, Investigations and Due Diligence, Staff Awareness and/or Training

Relevant Policies

The Company operates the following policies that describe its approach to the identification of Modern Slavery risks and steps to be taken to prevent Modern Slavery and Human Trafficking in its operations:

Whistleblowing: the Company encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the Company. Employees are required to report any concerns to a Director of the Company, in the first instance.

Employee Conduct: the Company makes it clear to employees the actions and behaviour expected of them when representing the organisation. The Company strives to maintain the highest standards of employee conduct and ethical behaviour when operating, and managing its supply chain.

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The Company is committed to ensuring that its suppliers adhere to the highest standards of ethics in relation to Modern Slavery and Human Trafficking. Suppliers are required to demonstrate their commitment to the avoidance and elimination of Modern Slavery and Human Trafficking through completion of the Company's Supplier Self-Assessment Questionnaire and their supporting documentation. The Company reserves the right to not enter a commercial relationship or terminate an existing one where it feels there are substantiated concerns.

Recruitment: the Company uses only specified, reputable employment agencies and its own internal selection and recruitment practices to ensure any prospective or new employee has the right to work in the United Kingdom.

Due Diligence

The Company undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers, at least annually. The Company's due diligence and reviews include the Self-Assessment Questionnaire and any relevant information provided by the Company's employees.

Staff Awareness and Responsibilities

The Company requires all staff working in any capacity whatsoever to receive, read and understand the document "Modern Slavery Staff Briefing", which is appended to this Company Statement.

The Company's Modern Slavery briefing covers:

our business's stance on Modern Slavery and Human Trafficking and the legal position generally

how to identify the signs of Modern Slavery and Human Trafficking

what initial steps should be taken to report concerns if Modern Slavery or Human Trafficking is suspected

what external help is available, for example through the Modern Slavery Helpline and the Home Office

This Statement has been approved by the Board of Directors of CEMA Ltd, who will review and update it annually.

Signed  Frank Ciaurro, Chairman

Date 2/10/2017