

## **Praesidiad Modern Slavery and Human Trafficking Statement**

*February 2019*

### **1. Introduction**

We are committed to carrying out our business ethically, responsibly and with integrity, which includes ensuring that slavery and human trafficking are not taking place in our supply chain.

This statement is made in accordance with section 54 of the Modern Slavery Act 2015 and explains the steps we have taken, and aim to take in the future, to prevent, detect and respond to slavery and human trafficking in our business and throughout our supply chain. This statement covers Praesidiad Group Limited and Praesidiad Limited<sup>1</sup> and their relevant subsidiaries (which, where required by the Modern Slavery Act 2015 (the “Act”) will prepare their own statement<sup>2</sup>). It covers the financial year ending 31 December 2018.

### **2. About Us**

Praesidiad is a group of companies specialising in defence and protection systems for military, commercial and domestic end-users. Our business is organised into three business units: Hesco, Guardiar and Betafence, who operate manufacturing facilities and specialist sites focussed on force protection solutions, defensive systems and fencing products.

Praesidiad has over 1,000 employees worldwide and operates in the Americas, Europe, the Middle East and Africa.

### **3. Our Approach**

Praesidiad Group Limited and Praesidiad Limited were incorporated during 2017, bringing our three business units together under the Praesidiad name. The year ending 31 December 2018 was therefore the first year in which steps were taken to prevent, detect and respond to slavery and human trafficking in our business and throughout our supply chains at a group level. Prior to this, steps to prevent, detect and respond to slavery and human trafficking in our business and throughout our supply chains were conducted by our individual business units.

We stand by our mission to protect, and as part of our mission we are committed to improving our practices to combat slavery and human trafficking in our supply chains and throughout our group.

#### **Our Policies on Modern Slavery and Human Trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our businesses. Our Anti-Slavery and Human Trafficking Policy, implemented in 2018, reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and

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<sup>1</sup> This statement also covers Erpe Finco Limited and Erpe Topco Limited, the UK holding companies owning 100% of the share capital of Praesidiad Limited and Praesidiad Group Limited.

<sup>2</sup> The 2018 statement for Hesco Bastion Limited, one of our subsidiaries, can be found here: <https://www.hesco.com/legal-notice/>

enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### **Our Due Diligence Processes for Slavery and Human Trafficking**

As part of our initiative to identify and mitigate risk we:

- Identify and assess potential high risk areas in our supply chains and businesses, including assessing high risk regions and activities.
- Engage external providers to conduct risk assessments and further diligence where appropriate.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.

### **Supplier Adherence**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain comply with our values and ethics we have in place a supply chain compliance programme. This includes:

- Assessing our supply chain and evaluating key risk areas.
- Including appropriate contractual provisions in relevant supplier agreements.
- Sending our Supplier Code of Conduct to our Suppliers.

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training and guidance to our staff where appropriate.

## **4. Looking Ahead**

During 2019 we intend to build on the steps taken in 2018, including by refining our risk based supplier assessments and conducting more thorough supplier diligence.

Paul Skertchly



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This Statement has been approved by the board of directors of Praesidiad Group Limited, Praesidiad Limited, Erpe Finco Limited and Erpe Topco Limited

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