



MODERN SLAVERY STATEMENT & POLICY

This statement is made pursuant to Clause 54 of the Modern Slavery Act 2015 and sets out the steps that Hydraulic Analysis Group Limited 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 Statement

Hydraulic Analysis has a zero tolerance approach to 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.

Modern Slavery Policy

Hydraulic Analysis Group Limited, providing specialist consultancy services for the analysis & design development of fluid flow systems, operates globally with offices based in the United Kingdom, Indonesia and United States of America.

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

- Ethics and Anti-Bribery and Corruption Policy (ABC) ; this policy sets out the organisation's stance on ethical behaviour and the company's expectations of integrity, honesty, moral and awareness of human rights from all employees and zero tolerance to fraud, dishonesty, bribery and corruption
- Code of Business Conduct (Employee Handbook); the handbook explains the manner in which we behave as an organisation and how we expect our employees to act. We operate a whistleblowing policy, detailed in the handbook, so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals
- Recruitment policy; we operate a robust recruitment policy, including conducting eligibility to work in the UK, and or international territory checks for all employees to safeguard against human trafficking or individuals being forced to work against their will

Hydraulic Analysis Group Limited operates a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes a supplier questionnaire document, and an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery. If appropriate and depending on supply of goods or services to our organisation, on site audits will take place which include a review of working conditions.

Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that they:

- They have taken steps to eradicate modern slavery within their business
- They hold their own suppliers to account over modern slavery



We also request confirmation by suppliers that:

- For UK based suppliers, they pay their employees at least the national minimum wage / national living wage (as appropriate)
- For international suppliers, they pay their employees any prevailing minimum wage applicable within their country of operations

We reserve the right to terminate contract or supply chain service arrangements at any time should any instances of modern slavery come to light.

All members of Hydraulic Analysis Group Limited are required to work within the framework of this policy, and are responsible for carrying out business related activities, services and processes in accordance with the requirements of this policy. Modern Slavery is considered within the company's business risk assessments and progress is reviewed through the IMS management review process.

This statement and policy is made available to the organisation via internal office display, internal circulation and to other interested parties via the company website.

The Modern Slavery Statement and Policy is approved by the undersigned representative of top management and is the authoritative document relating to the requirements of the Modern Slavery Act 2015 within the company.

A handwritten signature in black ink, appearing to read 'A. Keech'.

Andrew Keech
Managing Director
01/03/2017