

MODERN DAY SLAVERY ACT - STATEMENT

1) Introduction

The issue of slavery and human trafficking continues to be something that affects our global society greatly. Systems adi Group Limited (adi Group) take such issues extremely seriously and we remain committed to ensuring that our staff, management, partners and suppliers are aware of the expectations placed upon them.

2) Organisational Structure

The adi Group is a multi-disciplined Group of separate limited companies that provide Total Engineering Solutions from one source. Systems adi Group Limited is the holding company and its head office is in the United Kingdom. We operate predominately within the UK & Ireland, but also in Europe and Worldwide.

Systems adi Group Limited has an annual turnover in excess of £36m / €50m

3) Our Supply Chain

Our supply chain is currently made up of in excess of 2000 suppliers, providing us with an extremely expansive range of different products and services, principally centred on the mechanical, electrical and construction arenas.

4) Our Policy on Slavery and Human Trafficking

The adi Group are fully committed to ensuring that there are no instances of contravention to the Modern Day Slavery Act in its business operations. Section 2 of the adi Group Ethical Purchasing Policy details our exact policy on these matters.

5) Due diligence processes

All new potential suppliers to the adi Group must complete our Vendor Application, which includes our Ethical Purchasing Policy. By completing this application and agreeing to supply to us, suppliers have confirmed that they accept our Policy and that they take responsibility to ensure that they will comply with legislation, including the Modern Day Slavery Act.

Any material, subcontractor or agency type suppliers that are either classed as Strategic or Preferred are to be signed up to our Ethical Purchasing Policy. We will strive to roll this out to all Legacy Suppliers of the same classification.

We also expect suppliers to work with us to continuously improve compliance to the standards, both within their own company and those of their own suppliers. The adi Group expects that its suppliers take responsibility for their own ethical and sustainable purchasing and for those of its own suppliers'.

For items we source that have been manufactured in the UK or internationally, it is not practical for adi to have a direct relationship with all links in the supply chain. We would expect each entity in the supply chain to have suitable anti-slavery and human trafficking policies and processes and at least adopt 'one-up' due diligence on the next link in the chain.

Our due diligence is carried out using the following steps:-

- Setting the standards in our Supplier Code of Conduct
- Classification of Supply Chain
- Compliance confirmation from Supplier
- Mapping of risk by region
- Audit where practical

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FILE REF:

adi
Group
Total
Engineered
Solutions

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- Repeat and review
- Appoint a 'Champion' at Board Level

6) Supplier expectations and adherence

The adi Group operates a zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values. adi Group will reserve the right to terminate our relationship with any supplier who fails to adhere to our values if the situation remains unresolved for an acceptable period of time.

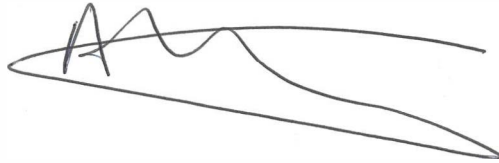
Section 6.2 of the adi Ethical Purchasing Policy details what suppliers, or individuals, can do if they suspect any instances of non-compliance to any legislation and we will always strive to protect 'whistle-blowers'.

7) Training

We ensure that training is made available to all adi Staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.

Signed :



Date : 2nd January 2020

Alan Lusty

CEO