



MODERN SLAVERY STATEMENT

Issue No. 3



Certificate No. FM39584

Registered Office: AMAZON FILTERS LTD, Albany Park Estate
Frimley Road, Camberley, Surrey, GU16 7PG

Reg. In England No. 1318147
VAT No. GB 292 6332 48

Introduction

Amazon Filters Ltd (AFL) is committed to complying with the Modern Slavery Act 2015. This statement sets out the actions taken to understand all potential risks related to its business and to put in place steps aimed at preventing slavery and human trafficking within its own business and its supply chains.

Supply Chain and Due Diligence

AFL strictly prohibits the use of modern slavery and human trafficking in its operations and supply chain and expects its suppliers to hold their own suppliers to the same high standards.

When considering using new suppliers, AFL undertakes due diligence to ensure that all potential suppliers apply the same commitment to eradicating forced labour and human trafficking. The Terms and Conditions of Purchase, which apply to the purchase of goods and services from suppliers impose a legally enforceable obligation that all supplied goods and services have been produced in compliance with relevant anti-slavery and human trafficking laws. AFL has also reserved the right in its terms and conditions to request certification of compliance by the supplier to these laws and standards.

Relevant Policies

Whilst AFL does not currently have a formal anti-slavery policy in place, there are a number of policies and practices in place to assist in identifying and managing risks whilst preventing slavery and human trafficking in the business. These policies and practices include, but are not limited to:

- Recruitment Policy – AFL only uses specified, reputable employment agencies to source labour and will always ensure potential employees have documentation to prove their right to work in the UK.
- Whistleblowing Policy – This policy is designed to provide employees with an easy way to make disclosures, without fear of retaliation, including any circumstances which may arise around slavery or human trafficking.
- Anti-Bribery Policy – This policy demonstrates AFL's commitment to applying the highest standards of ethical conduct and integrity in all business activities.
- Employment Conditions – All employees are treated fairly and equally and are paid at least the National Living Wage. No employee is expected to work in excess of the legally permitted hours and normal working hours will not exceed an average of 48 hours per week without gaining their agreement first.
- Employee Handbook – Our handbook also contains policies and procedures such as flexible working, learning and development and compensation and benefits.

Training and Awareness

All employees receive training on AFL's values, policies and procedures which includes raising awareness and ensuring a good level of understanding of modern slavery and human trafficking and the associated risks. Training demonstrates how to identify potential victims and common signs of modern slavery and what steps to take if modern slavery is suspected.

Approval

This statement has been approved by the Board of Directors for financial year ending 29th February 2024 and signed on behalf of the Board by Neil Pizzey, Managing Director.

Signed:



Date: 29th February 2024