



DONCASTERS

Doncasters Group Policy UK Modern Slavery Act 2015

The UK Modern Slavery Act 2015 ('UK Act') signalled a new drive in the international fight against modern slavery and human trafficking. The UK Act requires all UK companies to disclose steps taken to ensure that such loathsome practices are not taking place within the Doncasters Group ("Doncasters") or in our supply chain. The UK Act itself does not impose any specific requirements other than this disclosure obligation. Doncasters may adopt such policies and procedures as deemed appropriate to the nature of our business and that of our supply chain partners. In keeping with our own high standards as an organization, we have elected to follow a proactive yet simple, common sense approach:

- **Be aware:** What is modern slavery and human trafficking? Take a moment to read about it here: <https://www.gov.uk/government/collections/modern-slavery-bill>. Sadly, even today there are unscrupulous people who will take advantage of others who are disadvantaged. Just because a worker seems to have freedom of movement on the job does not mean they are not enslaved in the modern sense; language barriers or fear of abuse may prevent a person from helping themselves escape an abusive situation.
- **Keep alert:** Everyone should keep alert internally and when dealing with suppliers. Many of us will have the opportunity to make observations when visiting a supplier's premises. More frequently all of us come into contact with service providers such as cleaning services and other contractors who attend our premises.
- **Accept no excuses:** Never look the other way for the sake of convenience or short-term profit considerations. If taking action causes inconvenience or additional expense, do it. You will be rewarded for doing the right thing.
- **Report any concern:** Do not hesitate to report any concern at once to the Doncasters legal department or, if you would feel more comfortable, to the anonymous hotline. The legal department will investigate and recommend action at the local level or involve senior management as appropriate. To ask questions or report a matter contact Doncasters Group General Counsel and Company Secretary, Ian Molyneux (email: imolyneux@doncasters.com). There is also a hotline for you to call (UK – 0800 374199; US – 1877 5335310; Germany – 0800 1823246; Belgium – 0800 71025; and Mexico – 01800 123 0193) and this can be called on an anonymous basis.

This statement is made pursuant to section 54(1) Part 6 of the UK Modern Slavery Act 2015 and constitutes the Doncasters Group Slavery Statement for the financial year ending December 2018 and applies to all of the Doncasters Group, which includes the following legal entities:

- Doncasters Group Limited
- Doncasters Limited
- Doncasters Aerospace Limited
- Deritend International Limited
- Paralloy Limited
- Trucast Limited
- Ross & Catherall Limited

For and behalf of the Doncasters Group Board of Directors

Jas Sahota
Chairman & Chief Executive Officer
Doncasters Group

Repton House, Bretby Business Park, Ashby Road, Burton-Upon-Trent, Staffordshire, DE15 0YZ, UK
Tel: +44 (0) 1332 864 900 / Fax: + 44 (0) 1332 864 888

Doncasters Limited
Registered in England & Wales. Company No: 00321992.
Registered Office: Repton House, Bretby Business Park, Ashby Road, Burton-Upon-Trent, Staffordshire, DE15 0YZ, UK