



**CMS Cepcor Limited**  
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## Modern Slavery and Human Trafficking Statement

May 2020 to April 2021

### Introduction

This is the second Modern Slavery and Human Trafficking (MSHT) statement CMS Cepcor Ltd has issued and is made pursuant to Section 54 of the Modern Slavery Act 2015.

CMS Cepcor Ltd operates in line with its core values of honesty, respect, integrity, expertise, quality and sustainability. As such, the company has a zero-tolerance approach to modern slavery and human trafficking within both its operations and supply chain.

### Structure of the Organisation

CMS Cepcor Ltd primarily operates out of the UK and manufactures and supplies spare and wear parts for rock crushing equipment used in the quarry, waste and mining industries. Exporting to over 100 companies, CMS Cepcor Ltd is the main trading company in a Group owned by CMS Cepcor Holdings Ltd. Other subsidiary companies operate in UK and USA.

### Operations 2020

During 2020-21, the Company expanded its HR team and strengthened its Employee management practices in line with UK regulations, extending these same Standards and practices to our colleagues based overseas. The Company also issued a Policy dedicated to tackling Modern Slavery and Human Trafficking in the business however, some training had to be postponed due to Covid restrictions. Business activities most at risk of exposure to modern slavery and human trafficking remain the distribution of parts and the supply chain, particularly our small network of overseas suppliers where operations are less regulated and making monitoring visits is more difficult.

During 2020, the global pandemic and subsequent lockdown significantly restricted business operations with all UK and overseas travel stopped meaning we were unable to conduct our regular customer and key supplier visits. Recognising the Company's role during these difficult trading times, we continued to support our suppliers financially by placing a substantial purchase order book and with our regular contact, longevity of good working relations, desk-based supplier review and history of successful inspection visits, we are confident our suppliers continue to operate in line with our expected high Standards and have received no reports or reasons for concern in 2020 relating to MSHT.

The company uses a network of reputable freight forwarders many of which already have Policies and Procedures specific to tackling MSHT embedded in their operations. A desk review carried out in 2020 identified no areas for concern.

As part of our ongoing commitment to continuous improvement, the company regularly reviews its activities and documents concerns via its accredited reporting channels. Reports raised by third parties either via the company website or directly to a member of staff (including anonymously) are immediately investigated by Senior Management and logged, along with any actions taken, via our existing ISO9001 accredited Quality/Process Control system.

### Actions 2021

CMS Cepcor Ltd is committed to responsible and sustainable operations and, during 2021, will continue to strengthen our operational Policies, Procedures and documentation in line with The Ten Principles of the UN Global Compact.

Matthew Weare  
Managing Director

Incorporated in the United Kingdom, Registered No. 2390549 | VAT Registration No. 268209387

Goods and services offered and supplied in accordance with our standard conditions of sale shown overleaf, unless expressly varied by any terms set out above, which together shall constitute the entire agreement between us and you the customer. You the customer must ensure that any representations, warranties or undertakings on which you wish to rely are set out above.

Global Headquarters & Registered Office 1 Vulcan Way Coalville | Leicestershire | LE67 3AP | UK  
Global Parts Centre Gate B - Samson Road | Coalville | Leicestershire LE67 3FP | UK  
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**Modern Slavery and Human Trafficking Policy**  
CMS Cepcor Ltd

1. CMS Cepcor Ltd has a zero-tolerance approach to Modern Slavery and Human Trafficking.
2. CMS Cepcor Ltd (*"the Company"*) is committed to ensuring there is no Modern Slavery or Human Trafficking within its operations and supply chain.
3. All Managers and relevant staff shall receive training on modern slavery and human trafficking and will include:
  - the Company's expectations of its employees,
  - the Company's expectations of its operations and those of its suppliers and distributors;
  - how to recognise potential incidents and,
  - how to report any incident or concerns.
4. The Company shall only source goods and services from responsible, reputable suppliers/operators and will monitor their performance to ensure they meet the Standards expected by us and by our customers.
5. The Company operates a system for reporting any concerns re operational conduct (including within our supply chain) and particularly with reference to modern slavery and/or human trafficking. All reports shall remain anonymous where requested. Reports can be made in person, on paper, via our company website or via telephone.
6. All reported incidents (both internal and external) will be fully investigated with all recommendations for improvements implemented.
7. All breaches of the Company's expected operational conduct will be dealt with appropriately. This may include reporting to the appropriate authorities.
8. The Company has adopted The Ten Principles of the UN Global Compact in its day-to-day business.
9. The Company will conduct an annual review of its operational policies and practices to ensure they are compliant with Regulations and are fit for purpose.
10. The Company will issue an annual anti-slavery and human trafficking statement each year and publish it on the company website.

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