

<b>HR POLICY:</b>	<b>Anti-Slavery and Human Trafficking Statement</b>
<b>EFFECTIVE DATE:</b>	<b>January 2016</b>
<b>VERSION:</b>	<b>1</b>

Avery Weigh-Tronix is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain, and imposes the same high standards on its suppliers.

Under the Modern Slavery Act 2015, slavery is defined as the status or condition of a person over whom any or all of the powers attaching to the right of ownership are exercised. Human trafficking concerns the arrangement or facilitation of the travel of another person, with a view to the exploitation of that person.

Avery Weigh-Tronix endeavours to ensure that steps are taken within our business to make sure that any act of slavery or human trafficking is not taking place in any of our supply chains and in any part of our business.

## About us

As our on-going goal is to remain one of the world's leading suppliers of weighing solutions, it is essential to us that the working conditions within our business are based on ethical working conditions.

Avery Weigh-Tronix, is owned by Illinois Tool Works (ITW), a Fortune 200 company, which is one of the world's leading diversified manufacturers of specialized industrial equipment, consumables, and related service businesses.

Avery Weigh-Tronix UK currently has a global annual turnover of over £36m and employs hundreds of people worldwide. The business operations within various geographies include countries such as; the UK, Ireland, the US, Canada, China, India and Malaysia etc.

To find out more about the nature of our business, please click [www.averyweigh-tronix.com](http://www.averyweigh-tronix.com)

## Supply Chains

In order to achieve our goal of being the leading supplier of global weighing solutions, we work with a range of suppliers in various counties. As part of our commitment to combating modern slavery, we have implemented the following policies (alongside many others):

- Dignity at Work Equal Opportunities Policy
- Global Anti-Corruption and Bribery Policy
- Principles of Conduct Company Ethics Policy
- Whistle Blowing Policy

We also make sure our suppliers are aware of our policies, and adhere to the same high standards.

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted due diligence procedures that are designed to:

- establish and assess areas of potential risk in our business and supply chains
- monitor potential risk areas in our business and supply chains
- reduce the risk of slavery and human trafficking occurring in our business and supply chains
- provide adequate protection for whistle-blowers

## **Compliance**

Avery Weigh-Tronix regularly evaluates the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain by carrying out frequent risk assessments. Where we may identify a potential risk, we endeavour to remedy and mitigate such risk through our due diligence and procurement practices.

We enforce a strict code of compliance and do not tolerate slavery and human trafficking within our supply chains.

## **Awareness**

We pro-actively coach and mentor our employees as appropriate to be aware and recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our established codes of practice and culture-set, employees are encouraged to identify and report any potential breaches of the organisations Anti-Slavery and Human Trafficking statement.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Avery Weigh-Tronix's Anti-Slavery and Human Trafficking statement.

This statement not form part of any employee's contract of employment. The Company reserves the right to regularly review this statement, in line with external legislation, and may amend or revise this statement at any time.

A handwritten signature in black ink, appearing to read 'A. Weigh-Tronix'.

VP/GM Direct Division

For and on behalf of Avery Weigh-Tronix

February 2016