

## Policy Statement

### Introduction

Fairfield Control Systems is an innovative system integrator. Due to the fast-moving environment in which Fairfield operates, the ability to be able to innovate is critical for the success of the company and to keep it at the leading edge of the instrumentation, control, and automation industry.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Fairfield to prevent modern slavery and human trafficking from taking place in our supply chain. We are committed to achieving high ethical standards and to acting with integrity in all areas of our business.

### Structure, Business, and Supply Chains

Founded in 1987 and headquartered in Retford, England, Fairfield Control Systems Limited is a Private Limited Company. Fairfield's ultimate parent company is M2DF Engineering, and has a sister company, Fairfield Engineering Solutions Limited. Where we refer to Fairfield in this statement, we are referring to the collective group. Fairfield has approximately 72 employees and works with both suppliers and subcontractors to enable the delivery of our products and services and have vendor relationships with external suppliers to provide employee benefits, financial, legal, and technological services, and solutions.

### Policies, Training, and Whistleblowing Protection

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Business Ethics Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. Fairfield is proud to promote a working culture in which diversity, equality, inclusion, and respect are paramount and where whistleblowing and other procedures for raising concerns are accessible and protected. We will provide training to all relevant personnel to ensure they have the necessary tools to understand the signs of exploitation, current legislation, the impact to the business and its customers and what actions they can take. All employees, as a minimum, must read and accept the Business Ethics Policy and the Whistleblowing Policy as part of their onboarding process.

### Illegal Workers

Fairfield carries out appropriate checks to ensure all current and potential employees are entitled to work in the UK in accordance with Sections 15 to 25 of the Immigration, Asylum & Nationality Act 2006.

Should a non-EU resident apply to work with us, as identified by pre-employment screening questions, a copy of their work visa and passport would be required. All necessary checks would then be made to ensure the person had the right to work in the UK and they have no immigration restrictions that prevent them from doing the work in question. Should a potential employees' right to work in the UK be on a

