

Modern Slavery Statement



Policy Statement

Introduction

Fairfield Control Systems is an innovative system integrator. Due to the fast-moving environment in which Fairfields 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



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temporary basis, additional checks will be carried out to ensure that their documents have been renewed prior to them commencing employment to prevent a situation where their working rights would expire during their period of employment.

All related verified documentation is retained for a minimum of 2 years after the individual has ceased employment with Fairfield.

Risk Assessment and Due Diligence Procedures

Fairfield views our industry and the majority of our suppliers as low risk. Despite this, we seek to mitigate the risk of modern slavery occurring by:

- Including contractual provisions in all relevant documentation with external suppliers, contributors, contractors, and agencies to ensure compliance with all applicable laws, including modern slavery and anti-trafficking legislation.
- Collaborating with vendors and customers to respond to their own due diligence processes accurately and comprehensively.
- Protecting whistleblowers and those who raise concerns or grievances by providing HR advice and support.
- Reviewing our supplier audit program to include modern slavery.

Measuring Effectiveness

We will review our practices annually to ensure we mitigate any risk of non-compliance with the Modern Slavery Act. We will continue to encourage and facilitate conversations throughout our supply chains to ensure any areas of risk or non-compliance are effectively identified and resolved.

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Signed:	
Name:	Michael Doney
Position:	Managing Director
Date:	13/10/2023

Issued:

10/2023

Reviewed: