



HWM-Water Ltd
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Modern Slavery Act statement

Introduction

HWM-Water supports the provisions set out in the Modern Slavery Act (“the Act”) and, through our own Human Rights and Labour Conditions Policy, endorses the core requirements of the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, including the conventions relating to forced labour, child labour, non-discrimination, freedom of association and right to collective bargaining. We do not tolerate practices which contravene these international standards. Regulatory demands upon us vary considerably around the world, so HWM-Water establishes the core structure to ensure that it fully complies with legislative and regulatory requirements.

The Act requires organisations to publish a slavery and human trafficking statement on an annual basis where they have a turnover of over £36 million, carry on business in the UK and are supplying goods or services. HWM-Water falls outside of the scope of the Act as it stands. This statement sets out the steps we have taken to ensure that slavery and human trafficking is not taking place in our supply chains.

HWM-Water’s approach to the Act

HWM-Water has a culture of openness, integrity and accountability. We require our employees to act fairly in their dealings with fellow employees, customers, suppliers and business partners. We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains.

The company has a clear whistleblowing policy and an established third-party whistleblowing service, which allows any of our employees to raise concerns confidentially, anonymously (where permitted by law) and independent of the company.

The company operates to a Halma plc procedure, whereby actions are recommended to risk assess and help to ensure that modern slavery is not occurring in its business or supply chain. It is required to confirm compliance semi-annually, as part of internal control procedures.

Halma plc’s worldwide Code of Conduct, which sets out the ethical standards that govern the activities of the Group and the activities of our employees and business partners, has been updated to specifically incorporate our obligations under the Act and recommendations to ensure that modern slavery and human trafficking are not taking place. The Halma Code of Conduct is available on its website and has been translated into nine languages. It is a groupwide requirement that every Halma employee acknowledges that the Code has been received and reviewed.

During 2017/18 we rolled out online training on the Act to all our board directors and other relevant employees. All relevant employees have successfully completed the course and we continue to enrol relevant new employees as part of their onboarding process.



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This statement was approved by the Board of HWM-Water Ltd and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'RM Fish', with a long horizontal stroke extending to the right.

Rob Fish
Managing Director

3 September 2018