

Capricorn Automotive Modern Slavery & Human Trafficking Statement - 2020/2021

This statement, made pursuant to section 54(1) of the Modern Slavery Act 2015, sets out steps Capricorn Automotive Limited has taken and is continuing to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

About Capricorn Automotive Limited

Capricorn Automotive Limited is primarily a manufacturer of precision parts for the automotive industry, and in particular for the racing sector.

It is the responsibility of everyone in Capricorn Automotive Limited to work together to achieve the highest level of personal and overall business performance possible.

We act in a professional, friendly and responsive manner with all clients, suppliers and group employees to try and ensure that their experience in working with us is as positive and supportive as possible.

We aim to design, manufacture and supply products and services that are class leading and assist our partners in delivering highest performance possible

Our commitment to the principles of the Modern Slavery Act 2015

A Capricorn Automotive Limited is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal-opportunities employer, Capricorn Automotive Limited is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff. Capricorn Automotive Limited wants all its staff to feel confident that they can expose wrongdoing without any risk to themselves.

Capricorn Automotive Limited recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment.

Capricorn Automotive Limited does not enter into business with any organisation, in the United Kingdom or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Capricorn Automotive Limited maintains the following policies which are accessible to all staff via the Capricorn Automotive Limited intranet:

- Code of Conduct
- An Ethics Policy
- Whistleblowing policy
- Bullying and Harassment policy
- Diversity & Inclusion policy
- Recruitment and Selection policy

Our supply chain

Due to the nature of our business, Capricorn Automotive Limited assess itself to have a low risk of Modern Slavery in our business and supply chains.

Our supply chains are limited and we procure goods and services from a restricted range of UK and overseas suppliers predominantly via UK Government Frameworks.

Embedding the principles

The principles will continue to be embedded by the following activities:

- Provide awareness training to staff on the Modern Slavery Act 2015 and inform them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensure that consideration of the modern slavery risks and prevention are added to Capricorn Automotive Limited policy review process as an employer and procurer of goods and service.
- Ensure Capricorn Automotive Limited procurement strategies and contract terms and conditions include references to modern slavery and human trafficking.
- Continue to take action to embed a zero-tolerance policy towards modern slavery.
- Ensure that staff involved in buying/procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices.

This statement has been approved by the Capricorn Automotive Limited Managing Director and constitutes as our slavery and human trafficking statement. This statement will be reviewed and updated annually.