

Modern Slavery Statement

2022/23

Harwin plc

HARWIN

This statement has been published in accordance with Section 54 of the Modern Slavery Act 2015. It sets out the steps taken by Harwin plc to prevent modern slavery and human trafficking in its own business operations and supply chains.

Introduction

Modern Slavery together with human trafficking and forced labour is a global issue. It affects all countries and their respective industries. Harwin plc are committed to ensuring that we conduct our business responsibly and that those who are engaged as our suppliers meet our expectations in this respect.

We fully support the principles of the UK Act and those in other locations where we, or our suppliers, operate.

This statement clarifies our role in tackling modern slavery and human trafficking including the actions we will undertake if we have concerns about such matters within our business or our suppliers.

Key focus areas

In FY 1.4.2022 – 31.3.23 we undertook the following in order to understand how our supply chain dealt with the issues surrounding Modern Slavery and Human Trafficking (MSHT).

- We contracted with Assent - a global third party - to carry out due diligence on our suppliers and data gathering in relation to how they manage themselves and their own supply chains.
- We introduced improved processes governing our supplier selection, evaluation and maintenance.
- We reviewed and where necessary improved our guidance to our employees, suppliers and partners to supporting the prevention of modern slavery and human trafficking.

Business and operational structure

Harwin is a world leading specialist in reliable and high performance interconnects. Since 1952 the organisation has been operating from its Head Office and satellite production facilities in Portsmouth. In addition there are global sales offices within the US and Asia. Harwin plc is committed to providing their customers with superior products of the highest quality. Our products are used across the world in the demanding areas of Aerospace, Motorsport, Defence and Industrial Machinery.

The Company's global turnover for financial year 2022/23 was £57.2M



Operations in 3 global areas - UK, US and



Working with over 250 suppliers



Employing 300 workers



Serving 1000s of end users worldwide

Governance structure

Board of Directors

Human Resources

Compliance

Due diligence

We undertake risk assessments at an organisational level when considering whether to take on a new supplier. In addition our third party - Assent Compliance - support our investigation and pre-qualifications into our supply chains. This includes all suppliers.

Our supplier selection process involves a team of decision makers who collectively determine whether Harwin consider potential suppliers have a higher risk of modern slavery and human trafficking occurring and are a cause for concern. This team includes the Company's Supply Chain Management, Finance, QA and Compliance.

Training and Awareness

Awareness of the responsibility and conduct expected of our people are essential in mitigating the risk of slavery and human trafficking within our business and our supply chains.

Training on the situations and issues involved in MSHT are part of our onboarding and induction process.

All induction information is available on the Company's intranet and is regularly reviewed and updated. Staff are encouraged to revisit the training forum when any information is changed.

Collaboration and partnership working

Collaboration with other organisations and advisory services strengthen our approach to tackling Modern Slavery.

We seek to work with those who can share best practice on ethical issues.

Ongoing we will work with smaller suppliers within short supply chains themselves, to support them in undertaking their own due diligence to comply with our MSHT policies.

We recognise that as well as external collaboration, it is vital that our internal functions and divisions work in partnership. Key roles from Corporate Responsibility & Sustainability (CR&S), Supply Chain Management, Compliance, and Human Resources must engage throughout the organisation to ensure we are all involved in our continuous improvement programme in relation to Modern Slavery and Human Trafficking.


Key performance indicators

The key performance indicators that the Company measures itself by in relation to the steps we are taking in relation to Modern Slavery and Human Trafficking are:-

- % of suppliers responding to Assent questionnaires
- % of suppliers compliant with the requirements of our MSHT code of conduct
- % of staff who have completed online induction training in relation to MSHT

Authorised by

This statement has been approved by the Board of Directors of Harwin plc who have a legal obligation to provide and publish this statement.

Signed by 

Date: 18 Aug 2023

Position Director