

5Weatherall Equipment & Instruments Ltd.  
Unit 1 Station Approach, Wendover,  
Bucks. HP22 6BN, United Kingdom

Exclusive UK Distributor & Service Centre for  
Gas Detection Equipment manufactured by  
Riken Keiki Co., Ltd. & RKI Instruments Inc.

+44 (0)1296 622180  
sales@weatherall-uk.com  
www.weatherall-uk.com

## Slavery and Human Trafficking Statement

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's slavery and human trafficking statement.

Weatherall Equipment & Instruments Ltd is a privately owned SME and its main function is a distributor for:

1. Nitto Jushi Kogyo Co. Ltd. who manufacture CLAREX optical grade cast acrylic sheets and/or finished pieces for electronic display systems;
2. RIKEN KEIKI Co. Ltd. for the sales and distribution, repair and servicing of portable and fixed commercial gas detection equipment.

### Our Commitment

Slavery and Human Trafficking remains a hidden blight on our global society. The Company is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

We are committed to acting ethically and with integrity in all our business relationships and taking reasonable steps to ensure slavery and human trafficking are not taking place in any business or organisation that has any sort of a business relationship with our Company.

We prohibit confiscation or withholding of identity documents OR work permits OR immigration documents OR travel documentation OR passports.

We prohibit unreasonable restrictions on workers' freedom of movement.

The employee will be provided with the terms and conditions of their employment.

### Due diligence processes for slavery and human trafficking

We annually assess the risk of modern slavery occurring in our business and supply chain. Overall, we consider this risk to be low and have summarised the rationale for this below:

- Our business operations. Our workforce is made of predominantly skilled workers, paid far in excess of the living wage. We work solely in the UK, a country deemed to be at low risk of [modern slavery](#) and [child labour](#), and not in an industry deemed to be at high risk of modern slavery by the [UK Government](#). Whilst we do use some temporary labour to support operational delivery, this is generally skilled worked and these individuals do not make up a significant portion of our workforce.
- Our supply chain. Our two major suppliers are Japanese manufacturers. Japan has been categorised by the [Global Slavery Index](#) as one of the ten countries with lowest risk of modern slavery. Given both of our suppliers are also medium-large entities we believe our risks here to be low. Outside of these suppliers, the rest of our supply chain are UK based and not designated within an industry deemed to be at high risk of modern slavery by the UK Government, with the exception of catering and cleaning companies.

We continue to monitor and assess these risks and take steps to continuously improve our approach.

### Training

The management team are responsible for compliance within their respective departments and in their supplier relationships and have been trained accordingly.

There is a Company induction where our policies, procedures and expectations are outlined.

### Risk mitigation measures

The Company uses the following practices to reduce the risk of slavery and human trafficking taking place in any part of our business or supply chains:

Our business operations:

- Use of labour monitoring, right to work documentation and payroll audits.
- Verifying the age of employees and not recruiting anyone under the age of 18 in accordance with our Child Labour Policy.
- Requiring labour agencies to comply with International Labour Organisation core labour standards, not charge recruitment fees to workers and to provide contracts in a language understood by workers.

Our supply chain:



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- We maintain a level of communication and personal contact with the next link in the supply chain to ensure their understanding of, and compliance with, our expectations.
- We regularly review supply chain policies, codes of conduct and our working practices to show a commitment to modern slavery mitigation.

#### **Our effectiveness in combating slavery and human trafficking**

We encourage our employees, labourers working on our behalf and our supply chain to raise any concerns relating to modern slavery confidentially, and without fear of reprisal in accordance with our Whistleblowing Policies. We also share, and promote the contact details for the UK's Modern Slavery Helpline (08000 121 700) and for emergencies, recommend directly contacting the police (999).

We commit to remedying adverse impacts associated with modern slavery should this ever occur in our business operations. Any employees found to be in any way involved in modern slavery will be disciplined in accordance with our Disciplinary Policy which may result in termination of employment. Repercussions for labour agencies and supply chain organisations involved in modern slavery will be dealt with on a case-by-case basis and may involve termination of contracts.

We measure the effectiveness of our approach through monitoring the following key performance indicators:

- Number of suspected and actual incidents of modern slavery.
- Percentage of employees and labour representatives with right to work documentation.

Since company inception we have had no known incidents of modern slavery in our business or supply chain.

#### **Signature**

A signed copy will be displayed on the notice board and on the Company intranet.



Neville Worthington  
28/07/2025