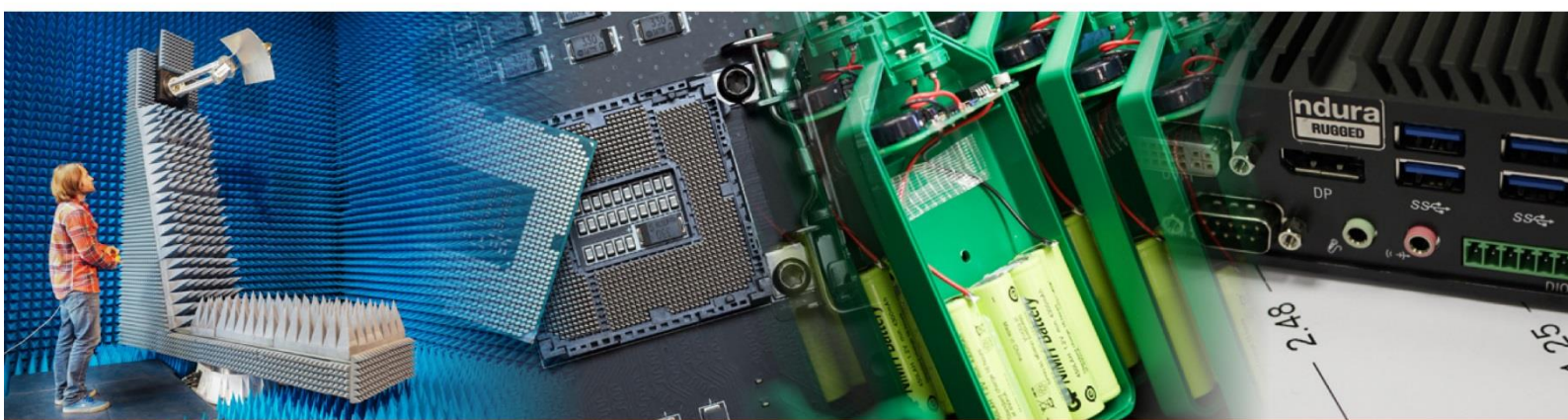


# SOLID STATE PLC

DESIGN - MANUFACTURE - DISTRIBUTION

## Solid State Plc Modern Day Slavery & Human Trafficking Policy Statement



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## Solid State Plc - Modern day slavery & human trafficking policy statement

The Modern Slavery Act 2015 (the 'Act') mandates that Solid State PLC Group (Solid State) prepares a slavery and human trafficking statement each financial year.

Solid State is the holding company for a group of subsidiaries. These subsidiaries are Steatite Ltd, Solid State Supplies Ltd and Pacer Technologies Ltd.

Modern slavery and human trafficking in all their various forms and guises are a crime in the UK and much of the world and a violation of fundamental human rights.

Specific Information on the content of the 'Act' can be made available on request.

Solid State have a zero-tolerance approach to modern slavery and human trafficking and are committed to acting ethically and with integrity in all activities and business relationships and we expect our supply chain, contractors, employees and all other business partners to commit to the same.

The Directors and Senior Management of Solid State and its subsidiaries have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all persons working for us or on our behalf in any capacity comply with it.

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all persons working for us or on our behalf in any capacity (including our employees, suppliers, workers, directors, agents, distributors and all third-party business partners).

Solid State have implemented controls both internally and where possible, externally to ensure compliance with the requirements of the Modern Slavery Act 2015.

Training on this policy and the risk our business faces from Modern Slavery and Human Trafficking forms part of the induction process for all individuals joining the business. Regular refresher training will be provided as required.

Terms and Conditions have been amended to encompass Modern Slavery and Human Trafficking with copies available on request.

All persons working for Solid State or on their behalf in any capacity must read, understand and comply with and avoid any activity that might lead to, or suggest, a breach of this policy. They must notify their immediate manager as soon as possible if they believe or suspect that a conflict with this policy has occurred or may occur in the future and raise concerns about any issue or suspicion of modern slavery in any part of our business as early as possible. To date no issues have been recorded in relation to the 'Act'.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

Solid State will continue to review both its internal and external operations to check compliance with the above policy, and to check that it is being implemented effectively.

Sincerely,

**Gary Marsh**

Chief Executive Officer

FY 1/04/2019 to 31/03/2020

01<sup>st</sup> May 2019

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