

Modern Slavery Act Statement 2024

INTRODUCTION

Pearson Engineering Limited and its subsidiaries (“PEL” or “Group”) are committed to ensuring that all of their business dealings are carried out in full compliance with relevant laws and, in doing so, endorse the implementation and promotion of ethical business practices to protect workers from being abused and exploited. PEL is committed to improving its practices to combat slavery and human trafficking and takes steps each financial year to promote and improve its ongoing commitment to eliminate abuse and exploitation in the workplace as detailed in this Statement

OUR BUSINESS

PEL is an innovative engineering company that operates across the globe and is the parent company of Responsive Engineering Limited (“REL”) who provides engineering and manufacturing services, we are both located at our combined facility in Newcastle upon Tyne. The Group has over 350 employees who operate in the UK. For further information about the Group please visit our website www.pearson-eng.com.

OUR SUPPLY CHAINS

The Group has direct relationships with a number of primarily UK based suppliers offering a wide range of services to the Group and also for the benefit of our customers. Our supply chains include raw materials, manufactured goods and outsourced IT hardware and software services.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business and in our supply chains. Accompanying this is our Whistleblowing Policy which provides a system for our employees to escalate slavery and human trafficking issues and breaches of our Group policies. There have been no breaches or suspected breaches of policy reported in 2024.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify, monitor and mitigate against industry risk, business transaction risk and risk in the countries in which we operate, we nominate senior a

representative of the business who reports to the Group Board and Compliance Committee. We have in place policies and systems across our business; our trading partners; and our supply chains to: -

- Identify inappropriate employment practices;
- Identify, assess and monitor other potential risk areas;
- Mitigate the risk of slavery and human trafficking occurring;
- Protect whistleblowers; and
- Investigate reports of Modern Slavery.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we operate in line with principles of responsible sourcing, including paying employees at the prevailing minimum wage applicable within their relevant country of operations. We also have a Supplier Statement of Compliance and terms in our Standard Terms of Purchase for Goods and Services which include obligations under the MSA, we expect Suppliers to adhere to these standards or higher.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, in our supply chains and in our business partners, we provide relevant in-house training to our colleagues. Under our Terms of Purchase, we require our business partners to provide regular and relevant training to their staff and suppliers and providers.

STATEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31st December 2024.

Ian Bell
Chief Executive Officer
Pearson Engineering