

# NIS Ltd - Modern Slavery Statement

Excellence in engineering and manufacturing – powered by pride,

## About NIS Ltd

NIS Ltd provides a customer focused, high-end, pragmatic engineering and manufacturing service predominantly to the nuclear sector but also to any client who is looking for bespoke engineered solutions.

We are a part of the NIS (Group), and our ultimate parent company is NIS Holdings Ltd. NIS Holdings Ltd which has its head office in the United Kingdom. The Group has under 250 employees in the UK.

The Group has a global annual turnover of £36 million.

More information on NIS can be found by visiting [www.nisltd.com](http://www.nisltd.com)

## Our commitment to the principles of the Modern Slavery Act 2015

As part of NIS Holdings Group, NIS is fully supportive of the laws introduced within the United Kingdom through the Modern Slavery Act 2015 to combat slavery and we take a zero tolerance approach to forced or compulsory labour and the trafficking of person for any purpose.

NIS standards and expectations require that all NIS employees, suppliers within our supply chain and any third parties that work with NIS adhere to the same standards and operate with integrity and transparency in all their interactions with their suppliers and sub-tier suppliers and contacts.

### Supply Chain / Partnerships

NIS will not enter business or partnership 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.

NIS take a risk-based approach based on categories of supply, values of expenditure and geographic location of the supply base. All of our new suppliers and service providers confirm their agreement to adhering to the Modern Slavery requirements by way of signature on NIS supplier questionnaires and are monitored during NIS annual assessment programmes. The assessments include understanding how suppliers combat modern slavery. NIS encourage suppliers to

- Implement controls to identify, prevent and address the risk of modern slavery in their own supply chains and third-party working relationships.
- Continually evaluate ways to heighten awareness of modern slavery concerns across their own organisation and provide appropriate training to their own staff

### NIS Structure and its People

While we consider ourselves to be one team, however we can be categorised into five main areas: Engineering, Manufacturing, Project Management, Business Development and Business Support.

NIS 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.

NIS maintains the following policies that are accessible to all staff via the intranet which are reviewed annually:

- Code of Ethics
- Anti Bribery
- Whistleblowing policy
- Bullying and Harassment policy
- Equality and Diversity policy

## **Embedding the principles**

Toolbox talks will be delivered to all staff to ensure a basic level of awareness across the business and other relevant training will be provided to staff who operate within areas of the business that modern slavery may be likely to occur.

NIS continually reviews the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chain or other third party partners, we intend to continue taking the following steps to combat slavery and human trafficking:

Providing 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 staff involved in procurement, recruitment and the management of staff receive appropriate training on modern slavery and ethical employment practices.

Ensure that consideration of the modern slavery risks and prevention are added to NIS policy review process as an employer and procurer of goods and service.

Ensure NIS procurement strategies and contract terms and conditions include references to modern slavery and human trafficking.

Audit and assessing new and existing suppliers against the NIS standard expected for anti-trafficking processes.

Continue to take action to embed a zero-tolerance policy towards modern slavery.

Examine potential processes that identify, prevent and address the risk of modern slavery in our supply chains

Look to further develop KPI's that measure the effectiveness of the above actions.

*This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31<sup>st</sup> March 2020.*

**SIGNATURE DIRECTOR**

Managing Director  
NIS LTD

