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To whom it may concern

Dear Sir or Madam,

Subjects:

UK Modern Slavery Act 2015 : Transparency in Supply Chains

Custom Interconnect Limited is aware of the responsibilities and obligations placed on UK Businesses by the Transparency in Supply Chains provision Section 54 in the Modern Slavery Act 2015, which seeks to address the role of businesses in preventing modern slavery from occurring in their supply chains and organisations.

Under the current legislative interpretation and guidance, CIL has no requirements to meet with the provisions, as it has an annual turnover which is less than the threshold which has currently been set by the UK Government and published in its Transparency In Supply Chain Guidelines.

At present CIL has no direct policy addressing the Modern Slavery Act, but in its Corporate Responsibility Policy states that the approach to ethics and corporate responsibility addresses commercial, environmental, social and societal issues in order to take the needs of all its stakeholders into account.

CIL believes that all business activities must be carried out in strict compliance with the ethics enshrined in its Company Values. Through the application of these values, CIL ensures that all members of the company apply the highest professional standards. The use of internal measures and procedures to guarantee compliance with national and international regulations. This approach ensures that appropriate solutions may be applied in any situation where the law is insufficient or imprecise. Within this statement it is implied that any current legislation applicable within the UK such as Anti Bribery and Modern Slavery Act are taken into consideration as are other acts for which European rather than UK legislation can be applied within a member state such as a Conflict Minerals Policy.

Although CIL have no direct requirement to do so it is reviewing its policy in respect of Transparency within the Supply Chain, and preparing the necessary statement that will appear on the website if required.

Moreover as the majority of CIL suppliers are also below the stated threshold, then CIL can only review those suppliers who qualify, the majority of whom are Distributors and check that they have taken the necessary measures and responses.

At present the company does not have a specific process in place for employees and agents to report, without fear of retaliation, matters related to human trafficking and forced labour. However it expects all employees to raise any concerns directly with Senior management.

At present the company does not provide specific training about slavery and human trafficking to our staff.

At present there are no specific controls in place to monitor and manage our suppliers and subcontractors awareness and compliance with the Act. However the current New Supplier Approval form and Supplier Evaluation Questionnaire are being revised to incorporate additional elements in line with modern legislation.

All suppliers are required to conform to CIL's Terms and Conditions of Purchase which are being up dated to contain a flowdown of Quality Requirements which will include any Current UK legislation in respect of Societal and Corporate responsibility issues.

In accepting the placement of an Order, all suppliers are expected where feasible to comply with the terms and conditions therein.

Should you have any further questions in respect of this issue please do not hesitate to contact myself.

Nic Holc-Thompson
Quality Manager