

# **Mirka (UK) Ltd**

## **Slavery and Human Trafficking Statement**

### **INTRODUCTION**

We all have a responsibility to be alert to the risks of modern slavery and human trafficking in our business and in the wider supply chain. Our employees are expected to report concerns and management are expected to act upon them.

### **BUSINESS AND ORGANISATION'S STRUCTURE**

Mirka is a world leader in abrasives technology innovation, offering a complete range of technically superior, high quality abrasives, innovatively designed tools, supplementary products and complete sanding systems.

Mirka is a globally expanding company with 15 subsidiaries located in Europe, North and South America and Asia. Headquarters and production are located in Finland. More than 90% of our products are exported and sold in more than 90 countries.

Mirka (UK) Ltd is a subsidiary of Mirka Ltd.

### **OUR SUPPLY CHAINS**

The Mirka Ltd supply chain sources and manufactures materials and components principally related to the manufacture of abrasives, power tools, polishing systems and associated products.

Mirka (UK) Ltd principally sources all products and services via Mirka Ltd. Mirka (UK) Ltd is responsible for the selection of local suppliers to provide services in the general operation of a Sales and Marketing business.

### **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 Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing effective systems and controls to ensure slavery and human trafficking is not taking place in our supply chains.

### **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk we operate ISO9001 quality assurance controls over the appointment and audit of new suppliers; this includes agreeing to our Code of Conduct which requires respect for all Human Rights.

We expect these suppliers to have suitable anti-slavery and human trafficking policies and processes and conduct due diligence in their respective supply chains. It is not practical for us to have a direct relationship with all links in the supply chain back to the raw material source.

Suppliers are audited every 2–10 years. We look at their environmental performance and at their supply chain regularly. We request a copy of their environmental management system report and ask

for documentation regarding waste, water, emissions, energy use, and any human or labour rights policies and certifications. We also carry out an onsite review of their processes and quality control.

We have in place systems to facilitate the reporting of concerns and the protection of whistle blowers.

### **SUPPLIER ADHERENCE TO OUR VALUES**

The group has zero tolerance to slavery and human trafficking which is fully supported by all Directors and management. We expect all those in our supply chain and contractors comply with our values.

### **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff.

### **EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- (a) Completion of periodic Audits by management;
- (b) Use of labour monitoring and payroll systems; and
- (c) Continual communication and personal contact with the supply chain to ensure their understanding of, and compliance with, our expectations.

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.