

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Carter Thermal Industries has a zero-tolerance approach to slavery and is committed to preventing acts of slavery and human trafficking from occurring within both its business and supply chain, and imposes those same high standards on its contractors, suppliers and other business partners.

Due Diligence Process

We will:

- Produce a policy to ensure our staff are aware of the Modern Slavery Act 2015, including its definitions of slavery and human trafficking, and what they need to do if they need to report any concerns;
- Contact suppliers and partners in potentially higher risk categories to check what assurances they have in place;
- Revise our procurement contracts and related documents to include prohibitions in respect of slavery and human trafficking and ensure compliance with legislation, and
- Review our Whistleblowing policy

The above procedures are designed to:

- Identify, assess and monitor potential risk areas in our business and supply chains;
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains;
- Provide relevant training to our staff; and
- Provide adequate protection for whistle blowers

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes the Groups' modern slavery and human trafficking statement for the financial year ending 31 December 2016.