

Statement on Slavery and Human Trafficking

Arlington Industries Group and Arlington Automotive have zero tolerance to slavery, human trafficking and we are dedicated to continuously support this approach across all supply chains to ensure that no modern slavery or human trafficking is practiced in our operations, or by our suppliers, clients, partners, and advisors.

We are committed to the principles of integrity and always seek to operate in an ethical manner. Arlington complies with all relevant legislation and employment law relating to gaining evidence of the right to work in the UK legally for all employees and ensuring individuals are free to enter into a contract of employment where rights on both sides are clearly defined.

Arlington operates a Whistleblowing policy and encourages individuals to highlight any potential issues of concern in confidence so that these can be dealt with seriously, confidentially and without recrimination for the individual involved. It also highlights external routes for raising issues if the Employee deems this appropriate in the circumstances.

Arlington will take forceful action to deal with any reports of slavery and/or people trafficking either internally or within our supply chain and will involve other relevant external bodies such as the Police and Border Agency where required.

Arlington as part of its continuous development is committed to eradicating any chance of slavery and/or people trafficking taking place within our own business or respective supply chains across automotive and aerospace divisions. We seek to build long lasting relationships with suppliers to reinforce the expectations of our business behaviours while increasing our confidence in their commitments by being able to observe these in action. All of our suppliers are regularly audited, and these requirements are reviewed as part of this process.

This statement seeks to meet our Company's obligations under section 54(1) of the Modern Slavery Act of 2015 by outlining the steps that we have taken on this issue and continue to take, on this issue in the financial year 2017/18 and beyond.

A handwritten signature in black ink, appearing to read 'Mark Franckel', written over a horizontal line.

Mark Franckel
CEO of Arlington Industries Group Ltd