



Modern slavery statement

Organisation

This statement applies to PCML Group (referred to in this statement as 'the Organisation').
The information included in the statement refers to the financial year 22/23.

Organisational structure

The organisation is a Private Equity financed organisation:

Total Capital Partners LLP

33 Cavendish Square
London
W1G 0PW

Keyhaven Capital Partners Ltd

1 Maple Place
London W1T 4BB

PCML has four sites across East Anglia and specialises in the manufacture of precision engineered components and fabrication for the Life Sciences and High-Tech Industrial sectors. Demand for our services is consistently high throughout the year and is therefore not seasonal.

PCML Head Office: Unit 2, Fenland Business Centre Longhill Road March PE15 0BL	PCML Sandy Gosforth Lane Sandy SG19 1RB
PCML Peterborough The Causeway Thorney Peterborough PE6 0QQ	PCML Cambridge Church Road Teversham CB1 9AP

Senior Management:

Chairman: Duncan Cooper
CEO: Bernard Scanlan

Work is wholly carried out in the United Kingdom, within the East Anglia region and labour supplied to the organisation is from within the same region.



Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat.
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse.
- being dehumanised, treated as a commodity, or being bought or sold as property.
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and in many cases exceeds those minimums in relation to its employees.

Supply chains

In order to fulfil its activities, the main supply chains of the Organisation include those related to the supply of materials, specifically metals and plastics. We understand that the Organisation's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers].

Potential exposure

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.



In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery.
- measures in place to identify and assess the potential risks in its supply chains.

Slavery Compliance Officer

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: 29.03.2023

Signed:

Print name:

Job Title:

Date:

Bernard Scanlan

PCML Group CEO

29.03.2023