

Newport Wafer Fab Limited - Modern Slavery Statement (2019/2020)

Newport Wafer Fab Limited is committed to acting ethically and with integrity in all of its business dealings. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain.

This statement is provided in compliance with the Modern Slavery Act 2015 ("the 2015 Act") and sets out our approach to ensuring that Modern Slavery does not take place anywhere within our own business or in any of our supply chains.

The following steps have been, or are in the process of being taken in this regard:-

- We are in the process of revising our Code of Business Ethics, which will be made available to all employees and posted on the Newport Wafer Fab website. The revised Code will make specific reference to our obligations under the 2015 Act and the standards of behaviour outlined in the Policy.
- We have reviewed and published our Company Whistle Blowing Policy which is available to report alleged breaches of the Policy on an anonymous basis.
- Newport Wafer Fab employs a Risk Analysis approach to manage its supplier base. Compliance to our key requirements and core values are determined via activities such as remote audits, onsite audits and extensive supplier questionnaires. To meet the UK Modern Slavery Act requirements, specific additions have been incorporated into our processes to determine compliance of our supplier base.
- We are incorporating training modules relating to Modern Slavery on our annual compulsory on line training modules.

Looking Ahead

Over the course of the next financial year we will continue to enhance our procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.