



## Anti-slavery and human trafficking statement

### Cross Manufacturing Company (1938) Limited

Cross Manufacturing Company (1938) Limited (**Cross**) is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain and imposes the same high standards on its suppliers.

Cross is a world leading manufacturer of precision, bespoke engineered, high temperature and corrosion resistant metallic sealing rings, retaining rings and brush seals, for challenging industrial environments, using processes that produce high strength, high integrity products.

Cross' business operations and activities include design, manufacture, precision engineering, heat treatment and non-destructive testing. To find out more about Cross, please go to [www.crossmanufacturing.com](http://www.crossmanufacturing.com)

Cross is a limited liability company incorporated in England and Wales with registered number 00342798. The registered office is at Midford Road, Bath, BA2 5RR.

### Policies

As part of Cross' commitment to combating modern slavery, the following policies are in place:

- Cross Manufacturing Code of Conduct
- Anti-bribery and Corruption Policy
- Ethics Escalation (Whistleblowing) Policy

Additional policies may be implemented, if necessary, following the review of the supplier due diligence processes and procedures.

### Due diligence

As part of efforts to monitor and reduce the risk of slavery and human trafficking occurring within the supply chains, over the next 12 months a review of the supplier due diligence processes and procedures will be undertaken and any necessary changes will be implemented, where required.

Cross' procedures shall:

- establish and assess areas of potential risk in our business and supply chains;
- monitor potential risk areas in the business and its supply chains;
- reduce the risk of slavery and human trafficking occurring in the business and supply chains;  
and
- provide adequate protection for whistleblowers.



### **Risk and compliance**

Cross does not consider that it operates in high risk sectors or locations. Cross has manufacturing sites in England only, with no overseas operations, and the majority of Cross' suppliers are UK based which is considered to be low risk.

### **Staff**

Cross employs people in the UK and conducts suitable pre-employment checks. Cross employ agency staff and although considered low risk, Cross has obtained confirmation that those agencies are aware of and are complying with the Modern Slavery Act.

### **Training**

In 2021, Cross will introduce a modern slavery awareness programme through which employees will be encouraged to identify and report any potential breaches.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Cross Manufacturing's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> March 2021.

**Mark Bradley**

**Finance Director and Company Secretary**

Cross Manufacturing Company (1938) Limited

April 2021