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## ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

### Policy statement

Modern slavery is a crime and a gross 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.

Warwick Test Supplies has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships so implement effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in our supply chains.

### Our business

Warwick Test Supplies principle activities include:

- The manufacturing of Integrated Circuit (IC) test clips, electronics connections, adapters, test leads and test cable assemblies.
- Being franchised distributor for a number of electronic test and measurement, IC adaptics and electronic component manufacturers.

We operate from a single site near Droxford in Hampshire and has an annual turnover below the threshold required for the production of an annual Modern Slavery Act 2015 statement.

### Our supply chains

The vast majority of the components that we use for the manufacturing of our products are sourced from the companies that we act as a franchised distributor or from large international reputable companies based in the UK, EU or the USA. We also source a small number of components from other SMEs based in the UK or EU. Products we gain acting as a franchised distributor are all from long standing, large brand manufacturers who have robust policies in place to ensure compliance with the Modern Slavery Act.

### Due diligence

To ensure that we mitigate risk, safeguard and comply with our commitments we take the following steps:

- We build long standing relationships with our suppliers and make clear our expectations of business behaviour.
- We expect our suppliers to be able to provide evidence of where a component or product has been manufactured and what workforce has been used to do so.
- We regularly review our supplier's policies, practices and protective measures and expect to see anti-slavery clauses within contracts.
- We do not use employment agencies or manpower providers.
- We pay our employees at regular intervals on set dates and only into a registered bank account in the employee's name.
- We keep records of the hours worked along with legal pay deductions such as income tax, national insurance, student loans and benefits.
- We ensure that an employee is never paid at a rate below the national minimum wage.

- We conduct checks on an employee's right to work and provide our employees a contract of employment that states their exact salary, working hours, conditions for termination and any overtime arrangements so that they are fully aware of their obligations and are not entering the workforce under false pretences.
- We have systems in place for employees to be able to report concerns and protection for whistle blowers.

## Policy compliance and training

All employees must read and understand this policy when taking up appointment and receiving their welcome pack. Employees must then comply with this policy and avoid any activity that may lead to or suggest a breach of this policy. Regular training will be provided as necessary or following updates to this policy.

## How to raise a concern

If an employee has a concern or suspects a breach of this policy has occurred or may occur, the employee must notify one of the Company Director's as to the possible breach, as soon as possible.

The Company will support anyone who raises genuine concerns in good faith under this Policy. It is also committed to ensuring nobody suffers any detrimental treatment as a result of refusing to take part in modern slavery, or because of reporting in good faith their suspicion that an actual or potential breach has taken place or may take place in the future.

## Breach of policy

A breach of any of the provisions of this policy will constitute a disciplinary offence and will be dealt with in accordance with Warwick Test Supplies disciplinary procedure. Depending on the gravity of the offence, it may be treated as gross misconduct and could render the employee liable to summary dismissal. As far as associated persons or suppliers are concerned, a breach of this policy could lead to the suspension or termination of any relevant contract, sub-contract or other agreement.

## Responsibility

The Directors of Warwick Test Supplies are responsible for this policy and will monitor its effectiveness and continued compliance with our legal obligations and ethical commitments.

This policy has been approved & authorised by:



**Name:** Garry Hudson  
**Position:** Managing Director  
**Date:** 18/12/2025

Last updated: 18 Dec 2024