

Modern slavery and human trafficking statement
2025-2026
Fives Landis Ltd



Introduction

This statement sets out Fives Landis Ltd's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 April 2025 to 31 March 2026.

As part of the manufacturing and engineering sector, we recognise that we have a responsibility to take a robust approach to slavery and human trafficking. Our organisation is committed to preventing slavery and human trafficking in its corporate activities and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

This statement covers the activities of Fives Landis Ltd:

- Fives Landis Ltd is a world leader in the design and manufacture of high precision grinding machinery with customers and suppliers globally. Fives Landis Ltd employs 230 people at the date of publication of this statement. Employees work predominantly over two sites, Cross Hills in Keighley and Cranfield in Bedford.

Countries of operation and supply

We currently operate in the following countries:

- China, India, Europe, USA, Japan

The following is the process by which the company assesses whether or not particular activities or countries are high risk in relation to slavery or human trafficking:

- To assess whether or not particular activities or countries are high risk in relation to slavery, human trafficking or human rights abuses all our suppliers and customers are vetted to ensure they are suitable as per the ISO:9001 2015 standard.

Enforcement of the human rights of our employees is managed as follows:

- **Working hours** – we will ensure that working hours are reasonable and comply with the law.
- **Employment terms** – we provide fair working conditions for our employees, including terms and conditions of employment, remuneration, working hours, rest breaks, holidays, and family-friendly policies. As a minimum, these comply with statutory legislation and are provided in writing.
- **Remuneration** – we will, as a minimum, provide wages and benefits that meet statutory requirements and will seek to enhance them where we can. We are committed to equal pay and benefits for women and men for work of equal value.
- **Child labour** – we will not use child labour and will comply with all relevant laws in this regard.
- **Disciplinary** - we will not tolerate any form of physical or verbal abuse or harassment, or intimidation. Our formal disciplinary and grievance procedures are documented in our policies.

High Precision Machines

Fives Landis Ltd.

Registered office: Eastburn Works, Skipton Road, Cross Hills, West Yorkshire, Keighley, BD20 7SD - ENGLAND

Tel.: +44 (0) 1535 633211

Registered in England Number 05577045 - VAT number: GB 868 078281

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- **Freedom of Association** – we respect the right of our employees to join or not to join a trade union. We comply with our legal obligation to inform and consult with our employees.
- **Health & Safety** - we believe in doing the right thing and doing it safely, without unnecessary risk to employees' health and safety and in compliance with legislation.

Policies

We operate the following policies that ensure the implementation of human rights and the avoidance of modern slavery risks in our operations, along with the steps to be taken to prevent slavery and human trafficking:

- **Employee Code of Conduct** Our code makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.
- **Whistleblowing policy** We encourage all our workers, customers and other business partners to report any concerns related to the direct activities or the supply chains of our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.
- **Equal Opportunities policy**- This Policy offers all employees equal treatment, taking into consideration all protected characteristics. This policy is set out to avoid any potential discrimination at work.
- **GDPR policy**- All individuals associated with Fives Landis Ltd have the right to their personal information being protected under the General Data Protection Regulations implemented in May 2018.
- **Recruitment/Agency workers policy** - We use only specified, reputable employment agencies to source labour and always verify the practices of any new agency before accepting workers from that agency. We ensure that all workers used via an agency are paid at least above the National Minimum Wage. We operate a robust recruitment and onboarding process, which includes 'eligibility to work in the UK' checks for all employees, to safeguard against human trafficking or individuals being forced to work against their will.

Due diligence

We ensure that individuals in our Procurement team are briefed on the Modern Slavery Act so they understand the signs of modern slavery and would inform their line manager immediately if they had any suspicion that something may be amiss.

We undertake due diligence when considering taking on new suppliers, and regularly review existing suppliers. Our due diligence and reviews include:

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- evaluating the modern slavery and human trafficking risks of new suppliers;
- conducting supplier audits or assessments through internal employees, which have a greater degree of focus on slavery, human rights abuses, and human trafficking, where general risks are identified;
- taking steps to improve substandard supplier practices, including providing advice to suppliers through internal employees, third-party auditors, and requiring them to implement action plans and;
- invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship.

Performance indicators

We have reviewed our key performance indicators (KPIs). As a result, we are:

- Continuing to ensure that 100% of new starters receive a written statement of the terms and conditions of their employment as required by law.
- Ensuring that each new starter receives a copy of the Fives Code of Conduct and that receipt is formally recorded.
- Aiming to have 100% of suppliers sign the Modern Slavery section of the Purchasing Agreement as part of our standard onboarding process.
- developing a process to ensure all new Purchasing starters are trained in Modern Slavery and implement such training as part of the onboarding process, with immediate effect.

Awareness-raising programme

- As well as training relevant employees, we have raised awareness of our human rights compliance and modern slavery issues by publishing the Statement on Human Rights and Modern Slavery on the intranet portal for all employees to view and understand.

Managing Director's Approval

This statement was approved on 1st July 2025.

Managing Director's Signature:



Managing Director's Name:

Phil Jenkins

Date:

1st July 2025

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