

Rapid Electronics Limited

Modern Slavery Act 2015: slavery and human trafficking statement 2017

INTRODUCTION FROM THE MANAGING DIRECTOR: OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy (attached) reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We are committed to improving our practices to combat slavery and human trafficking.

ORGANISATION'S STRUCTURE

A family owned UK based distributor of Electronic, Electrical, Electromechanical and Automation products with a market leading online capability with a flexible business model using both wholesale and high service level product strategies. We are a part of the Conrad Group (Group), and our ultimate parent company is Conrad Electronic Germany. Conrad Electronic Germany has its head office in Germany.

OUR BUSINESS

We support customers end to end through their learning journey's starting with STEM at Primary School, Computer Science and D&T in Secondary Schools, Robotics and Engineering in HE/FE right through to Original Equipment Manufacturing and Services Sectors using our products and services. We have a business focus on agility, learning and innovating to create leading edge technologies which tailor products and services to our customers' needs. We are Rapid by name and by nature.

OUR SUPPLY CHAINS

Rapid Electronics operates a complex global supply chain. However our main supply chains are:

- UK
- Europe
- Far East

We are committed to working with high quality partners in each of these supply chain areas within the different supply chain models such as distribution and manufacture.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we ensure we only work with supply chain partners who share our core company values and beliefs on the issue of slavery and human trafficking. This is achieved by only dealing with suppliers that sign and adhere to our supplier agreement document.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a designated compliance team, which consists of representatives, or involvement from the following departments:

- Legal - Blocks Solicitors
- Audit and compliance - Quality Assurance
- Human resources - HR Manager
- Procurement – Procurement Manager
- Sales – Sales Manager

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide awareness briefings to our staff.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

This is the first Statement by the Company. We will annually review the effectiveness of the statement and publicise any further steps to be taken.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes slavery and human trafficking statement for the financial year ending 2017.



James Bates

MANAGING DIRECTOR

Rapid Electronics Limited