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## **Introduction**

We have a long-held commitment to high ethical standards and expect our employees and everyone that we do business with, including our suppliers, to have the same high standards. Modern slavery is a crime and an abuse of human rights. It is constituted in the UK Modern Slavery Act by the offences of slavery, servitude and forced or compulsory labour and human trafficking. We do not tolerate such abuses in our business or supply chains and we are committed to improving our practices to eliminate any abuse or exploitation.

## **About Rotork**

The Rotork Group (comprising Rotork plc and its subsidiary companies) is a global engineering group. Rotork plc is our parent company and our global headquarters are in Bath, United Kingdom. We design, manufacture and service actuators and flow control equipment for a wide range of markets. These include oil and gas, power, water, mining and marine. We have 26 manufacturing sites, 69 national offices, and 84 regional locations in 39 countries, and a workforce of more than 3,750 employees. Further details about the Rotork Group can be found in our Annual Report 2016 which is available to download on our website.

## **Group policies**

Our existing Group Ethics and Values Statement sets out the minimum standards that we expect from our employees and anyone acting on our behalf and includes specific reference to the UK Modern Slavery Act and related offences. It requires adherence to the United Nations Global Compact's ten universal principles which include the elimination of all forms of forced and compulsory labour. We encourage the reporting of any wrong doing through our Whistleblowing Policy.

## **Our supply chains and due diligence**

We have a global supply chain for goods and services that supports our businesses around the world. This includes the suppliers that produce the components for our products. We recognise that we have suppliers in countries that are identified as high risk for modern slavery (based on the Global Slavery Index).

We require our suppliers to comply with law and regulation and to meet minimum standards in relation to human rights, employment practices, health and safety and the environment. We also expect our suppliers to check that their sub-suppliers comply with law and regulation and meet these standards. If evidence is uncovered of any unacceptable ethical practices then we would not use, or would cease to use, a supplier.

Many of our suppliers are subject to continuous automated online monitoring against various lists, records, and media sources and Rotork is alerted where any relevant information is uncovered. We will continue to increase the number of suppliers that are continuously monitored.

Whilst we are not aware of any modern slavery in our supply chain, as part of our commitment to improving our practices to eliminate any abuse or exploitation, we are undertaking a review of our

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Group supplier due diligence process for prospective and existing suppliers. Our aim is to create a consistent Group wide process. A new supplier assessment survey is being developed which will include specific reference to modern slavery and cover our suppliers' ethical practices including human rights, employment practices, health and safety and the environment. The survey will be sent to prospective suppliers and approximately 5,000 existing suppliers.

Other planned activities include the publication of a supplier code of conduct and updating our standard terms and conditions of purchase to include specific reference to modern slavery and the supplier code of conduct.

All of the activities outlined above will be completed by the end of 2017.

### **Compliance and training**

As part of our global training programme, we intend to introduce training for our Regional General Managers, General Managers and strategic procurement teams to raise awareness of the Modern Slavery Act and related offences.

We recognise that we have a responsibility to have in place suitable policies and processes to ensure that there is no modern slavery in our business or supply chains and are committed to the continuous improvement of our practices in that regard.

This statement is made as required by section 54(1) of the Modern Slavery Act 2015 and constitutes the Rotork Group's modern slavery statement for the financial year ended 31 December 2016. It has been approved by the boards of Rotork plc, Rotork Controls Limited and Rotork UK Limited.

Peter France  
Chief Executive  
June 2017