

Modern Slavery policy

Issues and Updates		
Pages(s)	Issue Number	Date Updated
All	1	June 2025
All	2	September 2026

About this policy

The purpose of this policy is to set out EMS's commitment to combat Modern Slavery in the supply chain.

Policy

This policy sets out the approach taken by EMS to understand potential slavery risks relevant to its business, and the actions taken to mitigate any such risks.

EMS have a turnover of less than £36 million therefore are not required by law to produce this document, however consider it an important step as part of our due diligence program and to protect the interests of our Customers.

EMS is classified as a SME and is based within the south of England, designing and manufacturing bespoke drive systems and supplying electromagnetic components across a wide range of industry sectors. EMS is based over 2 sites with its headquarters in Poole, Dorset and has a global supply chain of electromagnetic components along with a wide range of UK based component manufacturers.

The Directors of EMS are committed to delivering high standards of corporate governance and operating the Company in a socially responsible way. EMS aims to employ the highest ethical and professional standards and will always comply with local laws and regulations applicable to our business; as such EMS is committed to preventing slavery and human trafficking in all corporate activities and the supply chains that it uses. EMS expects the same standards which we set for ourselves from those parties with whom we engage including both our Suppliers and Customers.

Due to the nature of our business and our approach to governance, we have assessed that there is a very low risk of slavery and human trafficking in our supply chains. EMS will review this policy as part of our regular management review meetings and ensure that it is both relevant to the business and any applicable actions are implemented. EMS does not track key performance indicators in relation to slavery or human trafficking as any instance is intolerable and would be a breach of law, our Supplier standards and/or our Company policies.

EMS will not trade with any company who is known to not comply with the requirements of the Modern Slavery Act 2015.

Responsibilities

Managing Director

The Managing Director, in conjunction with the QHSE Manager will carry out a periodic appraisal of this policy and review potential improvement activities

QHSE Manager

The QHSE Manager shall ensure that all those employed are competent to perform their required work and, when necessary, to ensure the provision of any training or instruction to ensure compliance with this policy

Team Members

Team members have a duty to co-operate in the operation of this policy.