



UK Modern  
Slavery Act  
Financial Year Ended 30 Sep 2019

## Gilbert Gilkes & Gordon Ltd UK Modern Slavery Act

This statement is made in accordance with the requirements of Clause 54 of the UK Modern Slavery Act 2015.

Gilbert Gilkes & Gordon are committed to conducting business responsibly and to maintaining and improving our systems and processes to prevent slavery and human trafficking in our organisation and supply chain.

### Company Overview

Gilkes are a global supplier to the Small Hydropower and High Horse Power Diesel Engine markets. We employ 200 skilled people and have exported to over 85 countries in our revered 160 year old history. Whilst large enough to have the technical and engineering competence needed to be one of the world's leading brands, we are small enough to remain agile and responsive to ever changing markets and customer demands.

Our principal operating site is based in Kendal, Cumbria. We also have Sales offices in Japan and North America as well as a manufacturing facility based in Texas.

### Policies Related to Modern Slavery

We are committed to acting ethically and with integrity in all our business relationships and adhering to our core values and principles of respecting and protecting human rights.

Our [Code of Conduct](#) establishes the minimum standards of behaviour that all Gilkes employees are expected to value and adhere to. It sets a moral compass for our employees to ensure that when faced with any issue or question they always do the right thing.

Our [Whistle Blowing](#) policy enables employees, customers, suppliers and other stakeholders to raise concerns about compliance violations. Reports can be made anonymously. Our whistle blowing policy was updated in 2020 to include modern slavery and human trafficking.

### Procurement & Supply Chain

We recognise the role our suppliers play in supporting responsible business practices. During the financial year 2018-19 we spent £23m with around 600 suppliers and partners, predominantly located in the UK and Europe, where modern slavery is not prevalent. Purchases vary in complexity from raw materials such as cast iron castings for pump housings right through to bespoke major items such as synchronous generators for hydro-electric turbines.

Our revised [Supplier Handbook](#), due to be published in November 2020, specifically defines our expectations of suppliers and the treatment of their employees.

### Due Diligence

We have formal assessments in place to recognise and mitigate potential modern slavery risks in our supply chains including:

- Supplier selection & approval
- Supplier development

### Effectiveness

Approved suppliers are assessed regularly as part of our Supplier Development process. This involves on-site audits and monitoring to recognise and mitigate any potential modern slavery risks.

**Staff Training**

Our executive leadership team has been fully briefed on the Modern Slavery Act 2015.

During the next 6 months all supplier facing staff will undergo training to raise awareness of the risks associated with human trafficking and modern slavery in our supply chains. Part of the training will include how to respond to an incident of modern slavery.

**This statement was approved by the Board of Directors of Gilbert Gilkes & Gordon Ltd on 05 August 2020.**

A handwritten signature in black ink, appearing to read 'Andy Poole', followed by a period. The signature is written in a cursive style.

**Andy Poole**

Chief Executive Officer

07 August 2020