



Modern Slavery Statement 2021

Financial Year Ended 30 Sep 2020

Gilbert Gilkes & Gordon Ltd Modern Slavery Statement 2021

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 Structure

Gilkes are a global supplier to the Small Hydropower and High Horsepower Diesel Engine markets. We employ 145 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 and headquarters are based in Kendal, Cumbria. We have a manufacturing facility based in Houston, USA as well as a sales office in Tokyo, Japan.

Policies Related to Modern Slavery & Human Trafficking

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 [Anti-Slavery & Human Trafficking](#) policy sets out the guiding principles & measures taken by the company to tackle slavery & human trafficking in our organisation & our supply chains.

Our [Recruitment](#) policy ensures we conduct eligibility to work in the UK checks for all new employees to safeguard against human trafficking or individuals being forced to work against their will.

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 including modern slavery and human trafficking.

Procurement & Supply Chain

It is important to us that we work with a supply chain that share our values, and we recognise the role our suppliers play in supporting responsible and ethical business practices. Our supply base is predominantly located in the UK and Europe, where modern slavery is not prevalent. Purchases vary in complexity from basic raw materials right through to bespoke major items such as synchronous generators.

Our [Supplier Handbook](#) 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
- Regular audits of supplier facilities

Effectiveness

We encourage employees to speak up, without retribution, if they have any concerns in respect of modern slavery issues. During 2020 we received no reports of modern slavery being practiced within our supply chain.

Staff Training

All of our supplier-facing employees undergo ethical procurement training on an annual basis. This confirms their commitment to ethical procurement and sustainable supply chains.

This statement was approved by the Board of Directors of Gilbert Gilkes & Gordon Ltd on 23 June 2021.

A handwritten signature in black ink, appearing to read 'Andy Poole', with a small dot at the end.

Andy Poole MBA
Chief Executive Officer

23 June 2021