

1st July 2022

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that 4D Coils has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

4D Coils has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

4D Coils are manufacturers and suppliers of heat exchanger products, specializing in all aspects of heat transfer. We offer engineering, design and supply, with a combined 50 years' experience of;

- ❖ OEM Supply of Finned Pack Heat Exchangers
- ❖ Shell & Tube Heat Exchangers for Chillers & Heat Recovery
- ❖ Packaged cooling equipment for process cooling, HVAC and Refrigeration systems including Dry Coolers, Adiabatic Systems, Condensers and Unit Coolers.

4D Coils operate in the following sectors: process cooling, data center, power generation, commercial and light industrial HVAC.

MODERN SLAVERY STATEMENT

Our policies include:

Anti-slavery policy. This policy sets out our stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.

Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Whistle blowing policy. We operate a whistle blowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

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Supply Chain Code of Conduct. This policy sets out our expectations that our suppliers uphold the same business principles as 4D Coils.

Our suppliers

4D Coils operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery. Our policies forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. They pay their employees at least the national living wage (as appropriate)
4. We may terminate our contract should any instances of modern slavery come to light

Training

We conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.