

Modern Slavery Act Statement

This statement is made as a result of the implementation of the Modern Slavery Act 2015.

Cross Manufacturing Company (1938) Limited is a limited liability company incorporated in England and Wales with registered number 342798. The Registered Office is at Midford Road, Bath, BA2 5RR. Cross specialises in the design and manufacture of heat resisting wrought alloy sealing rings and associated products for the aerospace, automotive, power generation industries, and fluid filters for a wide range of applications.

Our business operations and activities include design, manufacture, precision engineering, heat treatment and non-destructive testing.

Cross has manufacturing sites in England only, with no overseas operations.

Implementation:

We will ensure that due diligence processes in relation to slavery and human trafficking are effectively implemented throughout our operations by:

- Working with employees, customers, suppliers and other stakeholders to address any slavery and human trafficking risks.
- Requiring suppliers to sign up to Cross' PO Terms and Conditions (CMR1001). CMR1001 requires suppliers to comply with all English and European legislation and regulations.

Risks:

Cross operates solely from sites in the UK and deals only with reputable suppliers. Consequently, its operations from a slavery and human trafficking perspective are considered low risk.

Cross recognizes that the principal areas of risk (albeit low), relate to staff (employed and agency) and our supply chain as evaluated below:

Staff:

Cross employs people in the UK and conducts suitable pre-employment checks.

Cross does however employ Agency staff and although also considered low risk, Cross has obtained confirmation that those agencies are aware of and are complying with the Modern Slavery Act.

Suppliers:

Cross has reviewed its current suppliers list and has identified that the majority of its suppliers are UK based which Cross considers to be a low risk area. Cross have therefore not taken any additional steps over and above our normal supplier approval process.

The remainder of Cross' Suppliers are either EU or USA/Canada based and are companies that are considered reputable. Given what Cross understands to be a low risk profile of anyone supplying us with goods or services, we believe our current procedures and our ability to rely on the authorisation by our customers (who will have carried out their own due diligence on our key material and subcontract suppliers) is sufficient in this regard.