



Anti-slavery and human trafficking statement

Cross Manufacturing Company (1938) Limited

Cross Manufacturing Company (1938) Limited (**Cross**) is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain and imposes the same high standards on its suppliers.

Cross is a world leading manufacturer of precision, bespoke engineered, high temperature and corrosion resistant metallic sealing rings, retaining rings and brush seals, for challenging industrial environments, using processes that produce high strength, high integrity products.

Cross' business operations and activities include design, manufacture, precision engineering, heat treatment and non-destructive testing. To find out more about Cross, please go to www.crossmanufacturing.com

Cross is a limited liability company incorporated in England and Wales with registered number 00342798. The registered office is at Midford Road, Bath, BA2 5RR.

Policies

As part of Cross' commitment to combating modern slavery, the following policies are in place:

- Cross Manufacturing Code of Conduct
- Anti-bribery and Corruption Policy
- Ethics Escalation (Whistleblowing) Policy

Additional policies may be implemented, if necessary.

Due diligence

For the reasons set out below, Cross does not consider that it operates in high-risk sectors or locations. It has not, therefore, carried out a formal review of supplier processes and procedures. However, as part of efforts to monitor and reduce the risk of slavery and human trafficking occurring within its supply chains, it instead reviews its supplier relationships on an ongoing basis to:

- establish and assess areas of potential risk in its business and supply chains;
- monitor potential risk areas in the business and its supply chains;
- reduce the risk of slavery and human trafficking occurring in the business and supply chains; and
- provide adequate protection for whistleblowers.



Risk and compliance

Cross does not consider that it operates in high-risk sectors or locations. Cross has manufacturing sites in England only with no overseas operations, and the majority of Cross' suppliers are UK based, which is considered to be low risk. For the avoidance of doubt, Cross does not tolerate slavery and human trafficking within its supply chain and if Cross found evidence of this, it would investigate and if necessary, seek to immediately terminate its relationship with the relevant supplier.

Staff

Cross employs people in the UK and conducts suitable pre-employment checks. Cross employ agency staff and although considered low risk, Cross has obtained confirmation that those agencies are aware of and are complying with the Modern Slavery Act.

Training

Cross educates its staff to recognize the signs of modern slavery and human trafficking in its business and supply chains and encourages them to identify and report any potential breaches. Targeted modern slavery awareness training for key employees within the business has been carried out and continues to be reviewed regularly.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Cross Manufacturing's slavery and human trafficking statement for the financial year ending 31 March 2024.

Emma Ingrey-Counter

Company Secretary

Cross Manufacturing Company (1938) Limited

April 2024