



## CAME UK LIMITED – MODERN SLAVERY STATEMENT

MAY 2024

This statement, signed by Christopher Haynes - Operations Director for the CAME UK & Ireland Group of Companies on 30<sup>th</sup> May 2024 details the steps we have taken, during the financial year beginning 1 January 2023 and ending 31 December 2023, to ensure our supply chains are slavery-free, in line with the UK's Modern Slavery Act 2015, pursuant to section 54.

This statement also outlines our commitments to the Modern Slavery Act 2015 going forward.

Aligning with our Company Values, CAME UK Limited is committed to upholding high standards within our culture of trust, integrity and accountability. This includes endorsing the UK's Modern Slavery Policy and championing better working lives.

Our Company Values;

- Start with the customer – We set the customer as our first priority
- Pursue Innovation – We foster curiosity and explore new ideas
- Work as a team – We share genuine passion and perseverance
- Do the right thing – We think that integrity brings trust and reliability
- Achieve great results – We always aim for new challenging goals

### Our Company and Structure

CAME UK Limited employs over 170 people in the United Kingdom, with customers across the country. Our headquarters are in Castle Donington, with other offices across the UK in Livingston, Hemel Hempstead and High Wycombe.

For over 50 years, CAME have designed and produced high-quality technological products and solutions for the comfort and security of people in residential, public and business environments. Thanks to the trust of our customers, we have become a go-to brand and global partner for automation, smart homes, access control and security and parking systems. We have capitalised on our experience and built quality relationships with many professionals, who have become ambassadors of CAME's values, bringing cutting edge technology into the lives of our customers around the world. Our innovations translated into solutions for people become strategic for defining the scenarios of planning and living the future.

### Risk Assessment of our Supply Chains

Although we procure goods and services from a wide range of suppliers who support us in providing our products and services to the UK market, based on our initial risk assessment we consider the exposure to Modern Slavery in our supply chain risk to be in the main limited by a low reliance on countries and sectors which are known to be at a heightened risk of slavery and human trafficking. We are, however, aware that the risk of modern slavery is higher in some of the countries our suppliers are based, and now identified, we are able to factor this into our risk assessments and associated actions.

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We will not support or engage suppliers where we are aware of slavery or human trafficking in either their business or supply chains.

In 2023 there were no suspected cases of Modern Slavery reported through the Whistleblowing channel. Moving into 2024, we are committed to transparent reporting of our progress in addressing modern slavery risk.

### Our policies and processes

We have appropriate processes and policies in place to mitigate the risk of modern slavery and human trafficking in our organisation and supply chains. Our board reviews and approves these policies every year.

The following policies underpin our efforts to ensure that we are addressing the risk of modern slavery across the business.

- Grievance Procedure and Whistleblowing Policy
- Diversity, Equality and Inclusion Policy
- Anti Bribery Policy
- Data protection & Privacy Policy

In 2023, all of the above policies were reviewed and updated where appropriate, ensuring each policy encourages employees to report any issues of unethical behaviour or wrongdoing, without the threat of unfair treatment as a result of raising concerns.

### LOOKING TO NEXT YEAR & BEYOND...

#### Supplier Requirements (Next Steps)

The requirement for transparency across supply chains is a crucially important development in tackling slavery and human trafficking.

Going forward, our procurement process will require all suppliers and contractors to comply with the Modern Slavery Act 2015, and we expect them to confirm and demonstrate a zero-tolerance approach to exploitation, by confirming their agreement to the following:

- *Not to purchase any Good, Service or Raw materials that have been sourced from manufacturers or service providers using forced labour in its operations or practices in accordance with the Modern Slavery Act 2015.*
- *Comply with all applicable laws, statutes and regulations relating to anti-slavery, servitude, forced and compulsory labour and human trafficking, including but not limited to the Modern Slavery Act 2015.*
- *Promptly report to the Purchaser any actual or suspected slavery, servitude, forced labour or human trafficking in its supply chain which has a connection with the contract (Purchase order) and any breach. Or potential breach, of the Purchaser's anti-slavery policy.*
- *Maintain a complete set of records to trace the supply chain of all goods or services provided to the purchaser in connection with the contract (Purchase order).*
- *The supplier shall ensure that any person associated with it that is performing services or providing goods in connection with the contract (Purchase order) does so only on the basis of a written contract which imposes on and secures from such person terms equivalent to those imposed on the supplier in this condition.*
- *As part of our ongoing risk assessment and due diligence process you would agree to, if circumstances warranted, us conducting an audit of suppliers for their compliance with our policy statement.*

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We will also look to develop our supply chain risk assessment process, to formalise this across the whole business, with all branches following the same process and internal procedures.

### **Employee Training (Next Steps)**

We are in the process of releasing e-learning training to all of our employees that play a critical role in our procurement processes, to increase their awareness of modern slavery and human trafficking so they're able to understand, identify and report on these risks.

This training once released, will be carried out on a yearly basis and includes a learning test, to gain an understanding of individuals level of competence in the area, with an action plan for development for those learners than score less than the desired levels.

### **Policies and Procedures (Next Steps)**

Our policies and procedures will be reviewed again in October 2024, this is inclusive of the specific policies that we deem to be applicable to Modern Slavery and as set out above in the 'Our policies and Procedures' section of this statement.

Following the end of our Financial Year on 31<sup>st</sup> December 2024, a new statement will be issued on our company website, [www.came.com/uk](http://www.came.com/uk).

The previous year's statement will remain available on an annual basis, to track progress and for transparency of our commitments from the previous year.

Please note, there is no statement available for 2022, due to the requirements of the Modern Slavery Act 2015, not being applicable the business for this financial year and previously.

This statement has been approved by the CAME UK Limited Board of Directors and signed by;

**Christopher Haynes**

Operations Director

CAME UK Limited

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