



Title:

CSS Group Modern Slavery Policy

Policy Number 011

Rev: 1

Date:20/10/2025

Author: Becky Brindley

1. Overview and how we define Modern Slavery

- 1.1 Slavery, forced labour, servitude and human trafficking are types of 'Modern Slavery'. Criminal activity that deprives victims of their liberty and usually involves financial and other exploitation.
- 1.2 We conduct our business fairly, ethically and with respect to fundamental human rights. We are committed to the prevention of all forms of Modern Slavery, both in our business and in our supply chains.
- 1.3 You must read and comply with the policy if you work for, or on behalf of us in any capacity including as: an employee, director, worker, consultant, supplier or service provider.
- 1.4 Failure to comply with this policy may result in disciplinary action, including dismissal, or termination of the contract between you and us. It could also involve other legal steps being taken against you.
- 1.5 Our ASO is Richard Wilson.
- 1.6 If you are an employee, this policy does not form part of your employment contract, and we may update it at any time.

2. Preventing Modern Slavery in our business

- 2.1 We carry out appropriate checks on all employees, recruitment agencies and suppliers, so that we know who is working for us or on our behalf.
- 2.2 We give every employee a written employment contract and each employee is paid in accordance with the law. We comply with our legal obligations to ensure the health and safety of all of our employees and workers, including in relation to working hours, rest breaks and holidays.
- 2.3 All employees are required to sign a copy of to show they have read and understood it

3. Responsibilities

- 3.1 **Directors** – Overall responsibility for ensuring this policy complies with legal and ethical obligations and that all those under their control comply with it
- 3.2 **Management** – Ensure that relevant policies and procedures are implemented and followed. Conduct regular risk assessments and audits



Investment Casting Systems, Casting Support Systems &
Technical Composite Systems are part of the CSS Group
Systems House, 1 Claylands Way, Paignton (UK), TQ4 7TY
T: 01803 520495 F:01803 520498
W: www.castingsupportsystems.com

Title:

CSS Group Modern Slavery Policy

Policy Number 011

Rev: 1

Date:20/10/2025

Author: Becky Brindley

3.3 **Employees** – Adhere to this policy, report any concerns, and participate in training and awareness programs.

4. If you are one of our suppliers

4.1 If you supply us with goods or services, you must assess your business and supply chains and confirm to our ASO that you:

- Comply with your legal obligations, in relation to Modern Slavery; and
- Are committed to ensuring there is no Modern Slavery taking place in your business, or in any of your supply chains
- You must also provide a copy of your anti-slavery policy

5. Reporting and compliance

5.1 Employees and third parties can report concerns to our ASO

5.2 All reports will be investigated promptly and thoroughly by our ASO. Appropriate actions will be taken to address any issues identified

5.3 Individuals that report concerns in good faith will be protected from retaliation

6. Monitoring and review

6.1 The ASO will monitor the implementation of this policy and its effectiveness. The policy will be reviewed annually and updated as necessary to address any issues identified



Investment Casting Systems, Casting Support Systems &
Technical Composite Systems are part of the CSS Group
Systems House, 1 Claylands Way, Paignton (UK), TQ4 7TY
T: 01803 520495 F:01803 520498
W: www.castingsupportsystems.com

Title:			
CSS Group Modern Slavery Policy			
Policy Number	011	Rev: 1	Date:20/10/2025
			Author: Becky Brindley