



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 30 April 2021.

Peregrine MLS ('the Company', 'we', 'us' or 'our') is committed to acting ethically and with integrity with its dealings and relationships and to implementing and enforcing effective systems and controls to ensure that modern slavery is not taking place anywhere in its own business or in its supply chains.

Whilst many of Peregrine's tier 1 suppliers are based in the UK, some of Peregrine's suppliers are also based all over the world. Often there can be a number of levels of suppliers between Peregrine and the raw materials at the very beginning of the process. As such, respecting and complying with modern slavery, human trafficking and general human rights obligations is as much the responsibility of our suppliers as it is Peregrine's.

Organisational structure

Peregrine MLS has business operations in the United Kingdom.

We operate in the Manufacturing sector. The nature of our supply chains is as follows: We work with a number of key suppliers, who provide us with goods, such as equipment for our premises and materials for our range of products & services.

For more information about the Company, please visit our website: www.peregrine-mls.com.

We make sure our suppliers are aware of our policies and adhere to the same standards.

Code of Conduct and Business Ethics Supplier Requirements

Peregrine's Code of Conduct and Business Ethics Supplier Requirements Ethics is provided to potential suppliers as part of the procurement process. The Code of Conduct and Business Ethics communicates the high standards expected of all Peregrine's partners and suppliers.

Under the Code of Conduct and Business Ethics, a prospective supplier must, amongst other requirements:

- Comply with all of the applicable laws, statutes, regulations and codes of the countries it is present in, including without limitation the Bribery Act 2010;
- Not offer, give, demand, induce or accept bribes in order to obtain or retain business or other advantages and ensure all employees are adequately trained in this area;
- Not engage, nor be a party to, conduct of business practices that are anti-competitive;
- Select and promote its employees and contractors on the basis of their qualifications, ability and merit and not discriminate based on religion, race, colour, sexual orientation or gender;
- Comply with all anti-discrimination, anti-harassment and anti-bullying requirements in all jurisdictions in which it is present, to ensure all employees and contractors are treated respectfully and fairly;

Internal Policies

Peregrine has a number of internal policies in place which ensure that slavery and human trafficking are not taking place in its businesses. Such internal policies include policies in respect of anti-bribery and corruption, whistleblowing, diversity and recruitment. Peregrine carries out "right to work" checks on all direct employees prior to them commencing their roles in the business. This includes checking that the employee has a valid visa and is of an appropriate age to work.

Due Diligence

Peregrine has a number of internal policies in place which ensure that slavery and human trafficking are not taking place in its businesses. Such internal policies include policies in respect of anti-bribery and corruption, whistleblowing, diversity and recruitment. Peregrine carries out "right to work" checks on all direct employees prior to them commencing their roles in the business. This includes checking that the employee has a valid visa and is of an appropriate age to work.

As part of Peregrine's procurement process, potential suppliers are required to complete a questionnaire to be considered as part of their bid. The questions include a number of questions aimed at ensuring that the potential supplier is aware, at an early stage of the procurement process, of its obligations to act ethically and that Peregrine will not tolerate human trafficking, modern slavery or any other unethical practices in its supply chains.

Where possible, Peregrine seeks to conduct audits on certain high-risk tier 1 suppliers to monitor compliance with their legal requirements and Peregrine's expected standards. Peregrine aims to ensure that all of its suppliers work in accordance with its expectations. Lastly, Peregrine aims to use its own standard terms and conditions which includes anti-slavery and human trafficking provisions. If a supplier breaches any of these provisions, Peregrine has the ability to terminate the contract with that supplier.

Further Steps

Peregrine recognises that modern slavery and human trafficking are evolving issues. Therefore, Peregrine will continue to consider the effectiveness of the steps it is taking to eradicate modern slavery and human trafficking from its business and its supply chains and may take such further steps as it considers may be appropriate to address any risk of slavery or human trafficking.

The statement was approved by the board of directors.