

GP522-01

Introduction from the Chief Executive Officer

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It sets out the steps taken by Greenray Turbine Solutions Limited to prevent modern slavery and human trafficking in its business and supply chain.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to seek to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and, as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

Slavery and Human Trafficking is a growing problem, and only by being vigilant as a company can we hope to try to tackle this. We understand that complicated supply chains pose the greatest risks for vulnerable workers and therefore this is where our greatest.

Our Structure

Greenray Turbine Solutions provide a comprehensive range of products and services to the industrial gas turbine and steam turbine market sectors. We supply spare parts, maintenance and the full range of technical support services. We provide products and services globally to multiple markets, primarily focused around the generation of power or the extraction, transportation and processing of oil and gas.

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This statement is made on behalf of Greenray Turbine Solutions Limited in accordance with the requirements of the Modern-Day Slavery Act 2015.

Due Diligence Processes For Slavery And Human Trafficking

We have undertaken due diligence checks of all suppliers in the form of ethical/compliance questionnaires and audits. We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier Adherence To Our Values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and our contractors comply with our values, ethics and Policy, we have in place a supply chain compliance programme.

All suppliers (new and existing) must confirm conformance to our Code of Conduct and policy or, alternatively, confirm that they have policies of their own with which they comply.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we have provided awareness training to all our staff. All supervisors and managers are regularly trained to ensure they are aware of the signs of slavery and to advise them of the actions they should take should they suspect modern slavery exists.

Our Effectiveness In Combating Slavery And Human Trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains:

- We understand that Modern Slavery risk is not static, and we will continue to seek to mitigate the risks in the years ahead.
- We will assess the effectiveness of the measures being taken by monitoring, inter alia, staff training, supply chain audit and verification and investigations into reports of Modern Slavery.

Modern Slavery Act 2015:

Anti-Slavery and Human Trafficking Statement 2020

GP522-01



This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps Greenray Turbine Solutions Limited has taken to ensure that slavery and human trafficking is not taking place in our business, or any part of our supply chain.

Chris Hughes

Chief Executive Officer

Dated; July 2020