

## Modern Slavery Statement

Lyon Equipment Limited understands that slavery, servitude, forced labour and human trafficking (modern slavery) is an increasing global issue, existing in every region of the world and in every type of economy, whether industrialised, developing or in transition. Lyon Equipment Limited has a zero-tolerance approach to modern slavery of any kind within our operations and supply chain.

Lyon Equipment Limited is at the end of a very long and complicated supply chain. We endeavour to choose our suppliers with care. Our ethical and environmental programme underpins everything we do, from sourcing responsibly and reducing waste, to helping the community in which we operate.

We always aim to have a long and mutually respectful relationship with all our suppliers and will never knowingly represent a brand we suspect of unethical trading.

Within our business, all have a responsibility to be alert to the risks, however small, of modern slavery in our supply chain. Staff are aware of the issues of modern slavery and are expected to report concerns, using the appropriate reporting channels, and management are expected to act upon them.

Whilst we request information regarding our suppliers' corporate social responsibility, we are reliant on their honesty and due diligence. If we find a supplier is in breach of these obligations, they will face appropriate actions which could include termination of contracts.

### Our business

Lyon Equipment Limited's core mission is to provide equipment and expertise to venture further. We operate through three distinct divisions: Lyon Outdoor, Lyon Work & Rescue and Lyon Logistics, offering a portfolio of innovative and synergistic products and services. We are a distributor, agent, manufacturer and supplier to industrial retail, outdoor retail, and end user markets. All our activities; including our own-brand manufacturing, are based in the UK.

### Relevant policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- ❖ Recruitment – we operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees, to safeguard against human trafficking or individuals being forced to work against their will.
- ❖ Whistleblowing – our whistleblowing policy ensures that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisal.
- ❖ Health and Safety – this policy sets out our approach to ensure we provide a healthy working environment for our staff and contractors that work out of our premises.

### Our supply chains

Our supply chains operate throughout the world and include suppliers of direct materials (products, components, manufacturing and packaging), suppliers of indirect services (professional services, facilities, sales and marketing agencies) and distributors of our products. We conduct due diligence on all critical and/or major suppliers to the business before allowing them to become one of our suppliers.

### Further steps

As our business grows, we intend to take the following steps to further combat slavery and human trafficking:

- ❖ Assess new suppliers, asking them to certify that they have taken steps to eradicate modern slavery within their own organisation and supply chain.
- ❖ Incorporate anti-slavery and human trafficking obligations into procurement agreements and subcontracting arrangements on a risk assessed basis.
- ❖ Include appropriate measures in our due diligence processes for sourcing suppliers and contractors on a risk assessed basis.
- ❖ Provide training to relevant employees to ensure understanding of the risks of modern slavery and human trafficking.
- ❖ Where appropriate, we will include reference to the Modern Slavery Act 2015 in our policies and procedures.

This policy is reviewed on an annual basis by the Board of Directors and updated as necessary.

This policy is endorsed by:

*Jonathan Capper*

Jonathan Capper, Managing Director  
November 2023