



## **WIKA Instruments Limited Modern Slavery Act 2015 - 2018 Statement**

### **Introduction**

WIKA Instruments Limited ('WIKAI UK') is publishing this statement in accordance with the UK Modern Slavery Act 2015 (the 'Act'). The Act requires organisations with a turnover of over £36 million to publish a declaration listing the steps they have taken during the financial year to ensure that modern slavery is not present within their operations and supply chains.

Our Statement covers WIKAI Instruments Limited for the financial year ending 31st December 2018.

The organisation is committed to supporting the cause to eradicate modern slavery and as such, we aim to have an Anti-Slavery and Human Trafficking Policy by the end of December 2019. As this is the first year WIKAI UK has been required to produce a modern slavery statement, it provides an initial benchmark against which we will report progress over the coming year.

### **Our Company Structure**

WIKAI UK is part of the WIKAI Group, which has subsidiaries present in over 43 countries across the world with a total annual sales turnover of €1 billion. Over the past 60 years, WIKAI Group has built a reputation as a renowned partner and competent specialist for any task in the field of measurement technology. Within the WIKAI Group, there are currently more than 10,000 employees dedicated to maintaining and improving technology in pressure, temperature, force and level measurement, and in the fields of flow measurement, calibration and SF<sub>6</sub> gas solutions.

WIKAI UK is based out of 4 locations in the UK:-

- Our head office is based in **Merstham, Surrey** with a small element of manufacturing based here but this is mainly a sales office for our products manufactured in our large manufacturing sites across the world, predominantly Germany, Poland, USA and India.
- Our second location is based in **Swanley, Kent** and this is a manufacturing facility for level measurement instruments.
- Our third location is based in **Irlam, Manchester** and this is a manufacturing facility for our calibration technology instruments.
- Finally, our fourth location is based in **Basingstoke, Hampshire** and is a research and development lab for electronic products.

At the end of 2018, our total headcount was 110 and our annual turnover was £36.6 million.

### **Our Supply Chain**

WIKAI UK spends over £20m annually on procurement, with the majority of this expenditure relating to other WIKAI Group companies. In terms of third-party expenditure, WIKAI UK procures £4.3 million annually from approximately 350 suppliers. 84% of these suppliers operate in the UK, whilst the others operate in range of countries include Germany, the US, and France. Approximately 80% of our supply chain expenditure goes to companies manufacturing parts and components used in our products.

WIKAI UK is working with STOP THE TRAFFIK to conduct a modern slavery risk mapping of our supply chain within the coming year. This process will enable us to understand and effectively manage our modern slavery risk, adding granularity to our supplier categorisation and prioritising our key high-risk suppliers. The findings of this process will be included in our next statement.

### **Policies and Due Diligence**

We are currently focussing on implementing a sufficient and adequate Anti-Slavery and Human Trafficking Policy within our Staff Handbook to set out the organisation's stance towards modern slavery.

All our supplier contracts include provisions relating to prevention of modern slavery and human trafficking in the terms and conditions. Based on the findings of our upcoming supply chain risk mapping, we intend to design and implement a monitoring programme for ensuring that suppliers meet these requirements.

### **Training**

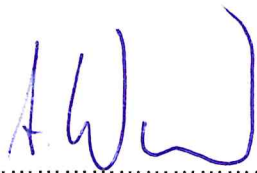
As part of the implementation of our Anti-Slavery and Human Trafficking Policy in the coming year, modern slavery awareness training will be rolled out to all employees. This training will cover how to spot the signs of Modern Slavery and how to report this within the organisation. We aim to roll out this training over the coming year and will report back the progress on our next statement.

### **Measuring Performance**

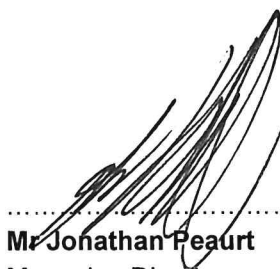
Over the coming year we will develop a risk mitigation strategy and including KPIs to measure our progress in preventing modern slavery. These KPIs will be included in our next statement.

This statement is approved by a member of the Board of Directors of the WIKAI Group.

Signed:



.....  
**Mr Alexander Wiegand**  
Member of the Board of Directors  
WIKAI Alexander Wiegand SE & Co KG



.....  
**Mr Jonathan Peart**  
Managing Director  
WIKAI Instruments Limited

