

Modern Slavery, Immigration Act and Ethical Trading

The MEIKO UK Limited scope of registration reads “the supply, installation, commissioning and servicing of commercial ware washing equipment and food waste handling, including the supply of spare parts and accessories”.

Our company does not have an annual turnover of £36m or more, therefore, under current legislation, the company is not required to have a policy, however, MEIKO UK Ltd is a responsible employer and is aware of the Modern Slavery & Immigration Act 2015 and is committed to its principles.

As part of our recruitment process, MEIKO UK Ltd undertakes mandatory eligibility to work in the UK checks for all new employees and additional required status checks for non-UK Citizens, in line with legislation. For non-UK citizens, we monitor visa expiry dates and undertake further eligibility to work checks. All employees (even if English is not their first language) have a very good command of the English language.

MEIKO UK benchmark employee salaries in excess of the minimum wage. The business does not have a policy regarding National Minimum Wage legislation; however, we understand and are aware of our legal obligations concerning it.

Our people management processes are designed to safeguard employees from abuse or coercion. The company is committed to creating and ensuring a respectful and non-discriminatory working environment and want our employees to feel confident that they can report misconduct or unlawful activity without risk to themselves.

In relation to the Modern Slavery Act 2015, the following policies/procedures are available to all staff via our intranet and HR system:

- Code of Conduct – (*includes our anonymous BKMS reporting procedure for violations)
- Equal Opportunities policy and procedure
- Whistleblowing policy and procedure
- Bullying and harassment policy
- Dignity at work policy
- Sexual Harassment policy

I confirm on behalf of the company, that no slavery or human trafficking activities have taken place within the business or to the best of our knowledge, within the supply chain. I agree that in the event of the company becoming aware of any slavery or human trafficking activities taking place within the business or supply chain, I will notify your company immediately.

Please find the following attached:

- Company Profile (including financial information at the bottom of page 2)
- Health, Safety and Environmental Policy
- Social Responsibility Policy
- Equal Opportunities policy and procedure
- Data Protection Policy
- Investors In People
- ISO 9001:2015
- ISO 14001:2015
- Safe Contractor SSIP Accreditation
- Safe Contractor PAS PQQ certificate (PAS QQ questions cover topics such as finance, environment, quality, equality, modern slavery, right to work etc)

Signed:



Name: **Paul Anderson**

Position: **Managing Director**

Date: **13th April 2026**