

## SLAVERY AND HUMAN TRAFFICKING STATEMENT

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This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken to ensure that our business as well as our supply chains are free from slavery and human trafficking. This statement relates to the actions and activities during the financial year ending 31/12/2018.

### **Introduction**

The group is committed to understanding modern slavery risks and the prevention of the use of forced labour. The group has a zero-tolerance policy for Human Trafficking and Slavery.

### **Our organisational structure and operations**

Geist Europe Ltd is a manufacturer of a range of products from Power Strips to DCIM Solutions provided to Data Centre infrastructure management systems worldwide.

We are a part of the Geist Global Group and PCE Inc., our parent company has its head office in Nebraska, United States of America. The Group employ 350 people worldwide and operate in Lincoln NE, Austin TX, Brookfield MO, Fort Collins, CO USA, Shenzhen China and Taunton and London UK.

PCE has two divisions: Plastics Group and Data Center Products Group. The Plastics Group is made up of Apex Plastics, a blow molder located in Brookfield, MO; Lincoln Plastics, an extrusion molder located in Lincoln, NE and HTI Plastics, an injection molder located in Lincoln, NE. The Data Center Products Group has locations in three countries and is made up of Geist America, an electrical assembly company located in Lincoln, NE; and engineering development, located in Austin, TX; and Geist DCIM, engineering development located in Fort Collins, CO. Geist Asia which has a sales office in Shenzhen, China and Geist Europe an electrical assembly company located in Taunton, England and a London Sales/Technical support office.

### **Policies**

The company will not use or allow the use of forced, compulsory labour, slavery or human trafficking during its business. Our recruitment and overall employment procedures conduct appropriate checks to ensure employees can legally work, in compliance with geographical legal requirements.

The following internal relevant policies are in operation in the prevention of slavery and human trafficking within the group's operations;

#### **Business Ethics and Conduct (Global policy);**

This policy establishes that the group will continue to comply with the Modern Slavery Act 2015.

#### **Problem Resolution (Global policy encompassing Whistleblowing);**

Employees of the group can raise and report any concerns related to the activities of the group. Any concern raised will be investigated thoroughly, promptly and confidentially. The policy guarantees no employee will be victimized for raising any matter under the Problem Resolution procedure.

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### **Selecting Employees (Global policy);**

This policy ensures checks are conducted during the recruitment process to ensure individuals have the legal ability to work in the geographic location.

### **Anti-Slavery (Geist Europe Ltd policy)**

This policy supports our commitment to limiting the risk of modern slavery occurring within our own business or infiltrating our supply chains or any other business relationship.

### **Supplier adherence to the company values**

Our Group's key supply chains are geographically based in USA, China and Europe, sourcing components for our products. Respecting human rights in the supply chain is ultimate our supplier's responsibility, as customers however we aim to adopt measures to clearly communicate our expectations to our suppliers.

Going forward due diligence will take place mapping the supply chain to asses' particular product of geographical risks of modern slavery.

Our preferred suppliers will be contacted to confirm their commitment to the prevention of human trafficking and slavery. They will be asked to provide a statement explaining the actions taken by them to avoid human trafficking and slavery within their organisations. New service suppliers will be subject to screening.

The group will take steps against suppliers who do not meet the required standard, for example asking them to act to improve and terminating the business relationship if that required improvement is not forthcoming.

### **Performance Indicators**

The key performance indicators (KPIs) will be the responses from our preferred suppliers being and continuing to be satisfactory regarding the prevention and commitment against modern human trafficking and slavery.

This statement will be reviewed annually by our Management Team. The management team are responsible for anti-slavery initiatives, the implementation of policies, risk assessments, due diligence and identification of any training required of key employees.



**Managing Director**

**For and on behalf of Geist Europe**

**Ltd**

**1 January 2018**