

### Introduction from the CEO

We are committed to ensuring that there is no slavery or human trafficking in any part of our business.

### Organisation's structure

We are a global provider of lifting and mechanical handling, cable and pipe lay and fluid power products and services primarily in the oil, gas and renewable sector. We are the parent company of the Sparrows Group of companies (Group).

### Our supply chains

Our supply chains include original equipment manufacturers (OEM), fabrication services and various specialised equipment suppliers.

### Our policies on slavery and human trafficking

Our policy on slavery and human trafficking, as detailed in our Business Ethics Policy, reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we regularly conduct vetting and compliance checks.

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 and ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our ethics we require our suppliers and contractors to either adhere to our Business Ethics Policy or provide evidence of adherence to a similar policy.

### Communication

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 communicated the incorporation of the modern slavery and human trafficking provisions in our Business Ethics Policy to our staff.

### Further steps

Following a review of the effectiveness of the steps we have taken in 2016 to ensure that there is no slavery or human trafficking in our supply chains we intend to review and provide appropriate and adequate modern slavery and human trafficking training for those within Sparrows Group who interfaces with our supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2016.

A handwritten signature in black ink, appearing to read "Stewart Mitchell".

---

Stewart Mitchell  
Chief Executive Officer  
Date: 01 September 2017

**DELIVERY ASSURED**