



**Pickering Group Ltd**  
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## Modern Slavery Statement

### Scope of statement

This statement applies to all companies within and associated to Pickering Group (referred to in this statement as 'The Group'). The information included in the statement refers to the financial year (1st Jan - 31st Dec) 2024.

### Pickering's structure

The [Pickering Group Ltd](#) is comprised of Pickering Electronics-our relay division, Pickering Interfaces-our switching and simulation division and Pickering Connect-our connectivity division. Together we offer products and services to streamline the development and deployment of your high-performance electronic test and verification systems. These include relays, switching, simulation, software, cabling, custom design and more.

The headquarters of Pickering Group UK, which includes Pickering Interfaces, Pickering Electronics and Mumford Engineering is located in Clacton-on-Sea, UK. Pickering Group has a factory based in the Czech Republic and sales offices based in the USA, Asia and Europe.

### Definitions

The Group considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement.

### Commitment

The Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Group does not enter into business with any other Organisation, in the United Kingdom or internationally, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK, Czech Republic, USA, China, Germany, France, Malaysia and Sweden.



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### Supply chains

The Pickering-group supply chain is structured to support the design and manufacture of switching solutions and related products. We procure goods and services, including raw materials, electronic components, and other critical parts from a global network of suppliers. These carefully selected suppliers are essential to our ability to maintaining the high standards of quality and reliability that our customers demand.

### Potential exposure

In general, the Group considers its exposure to slavery/human trafficking to be limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any Organisation that supplies goods and/or services to it

### Steps

The Group carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Group has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery

In accordance with section 54(4) of the Modern Slavery Act 2015, the Group has taken the following steps to ensure that modern slavery is not taking place:

- Pickering Group will identify its top 10 suppliers by value, according to its subsidiaries and have asked for their Modern Slavery Statements. In the event they cannot supply these, they will be sent a modern slavery assessment questionnaire.
- All new suppliers will be asked for their modern slavery statement, or to complete the questionnaire

### Slavery Compliance Officer

The Group has a Slavery Compliance Officer, (Annie Read, Purchasing Manager) to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to Pickering's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval:

Signed:  
Print name:  
Job Title:  
Date:

  
I. JOHNSTON  
DIRECTOR  
25/4/25