



DTR VMS LIMITED

MODERN SLAVERY AND HUMAN TRAFFICKING

STATEMENT FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2018

This statement is made on behalf of DTR VMS Limited pursuant to the section 54(1) of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement.

OUR BUSINESS

DTR VMS Limited is a UK subsidiary of the South Korean based company Dong Ah Tire & Rubber Company with the following scope of activities.

- a. DTR VMS Limited's core business activity undertaken within its office and factory in the UK is the design, development and manufacture of automotive anti-vibration products, primarily; rubber to metal bonding, suspension bushes, engine & gearbox mountings. Active and passive fluid-filled mountings and bushes are also produced.
- b. Finished products are dispatched to customer sites both in the UK and overseas.
- c. Core competencies are the design & development of anti-vibration products, bonding of rubber to plastic or metal components, the assembly of fluid-filled anti-vibration automotive products and the insertion of anti-vibration bushes into bought-out housings.
- d. Core manufacturing processes include the surface preparation (cleaning and corrosion protection) of bought-out plastic and metal components, rubber moulding, assembly of fluid filled components, assembly of bushes into housings, applications of bonding agents.

OUR SUPPLY CHAINS

Our supply chains include the purchase of mixed rubber compound, plastic and metal components from the UK, Europe, Turkey, China and South Korea.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

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

Our Business Management System contains the policy that DTR VMS Limited follows specifically in respect of Human Rights and Working Conditions (Section 3.6.3) and this is also reinforced with our Social Accountability Policy (D.O.P. 6.7). These policies reflect 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 business or in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

The policies described above are in place in order to:-

- Identify inappropriate employment practices.
- Identify and assess other potential risk areas.
- Mitigate the risk of slavery and human trafficking occurring.
- Monitor potential risk areas.
- Protect whistleblowers. (Covered by DOP 6.44)

As part of our initiative to identify risk and mitigate against such risks, we hold a quarterly review of our Business Management System with representatives from each of the UK business departments. Any risks will be dealt with / reported to the Executive Managing Director and action plans will be put in place in order to address them.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. We endeavour to ensure our supply chain and contractors comply with our values and operate in line with the principles of responsible sourcing, including paying employees at the prevailing minimum wage applicable within their relevant country of operations. In order to ensure compliance we carry out supplier audits and request self-certification declarations.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, in our supply chains and in our business partners, it is our intention to provide relevant awareness training to our staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Company's modern slavery and human trafficking statement for the financial year ending 31st December 2018 and was approved by the Management Team of DTR VMS Limited on 31st March 2019.

M R Franklin

Operations Director

DTR VMS Limited

31 March 2019