

Slavery and Human Trafficking Statement

The Aurora Group and all its subsidiaries aim to uphold high levels of ethical standards throughout our dealing with employees, customers, suppliers and other stakeholders. We are committed to ensuring that slavery and human trafficking does not exist in either our business operations or our supply chain.

This statement is made pursuant to the Modern Slavery Act 2015 and constitutes Aurora's slavery and human trafficking statement for the financial year to 31 December 2019.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Aurora Limited has a zero-tolerance approach to any form of modern slavery.

Our business

Aurora Limited is part of the Aurora Group, with 13 International facilities, 900 employees and customers in over 70 countries.

Aurora Limited is one of the UK's largest lighting companies and specializes in the design, manufacture and distribution of Innovative, smart energy savings solutions for projects, trade and OEM customers through a global network. From a combination of our UK manufacturing and distribution facilities we provide tailored lighting solutions for commercial, industrial, healthcare, education and residential applications, mainly within the UK market. We also have manufacturing facilities in Asia.

We market our products and services through our own sales and marketing teams. The majority of our sales are conducted via a global network of wholesalers, distributors, contractors and resellers who sell on to customers.

We work closely with our business partners to ensure that they have similar values to our own. We have built close relationships with our business partners over a number of years which enables us to understand their working practices better, to be confident of their integrity, and that slavery or human trafficking does not exist in our business or supply chain.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These Include:

1. Recruitment process. We operate a robust recruitment process, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. We operate a confidential whistleblowing process that allows anyone Involved with our business to report suspected incidences of wrong-doing in our business, including slavery and human trafficking matters Our culture permits employees and third parties to raise concerns in a constructive way without fear of recrimination. Any such reports are thoroughly and independently investigated.
3. Dignity at Work Policy. We operate a dignity at work policy to ensure a working environment free from discrimination, victimisation, harassment and bullying and believe that all people have the right to be treated with dignity and respect.

Our suppliers

Aurora Limited maintains an approved supplier base with over 200 suppliers, which includes Aurora Group suppliers located in China.

We conduct due diligence based on global geographic location and proportionate risk (with reference to the Global Slavery Index) before allowing them to become an approved supplier. In 2018 The Company did not use any suppliers from the Top 20 risk ranked countries as listed by the Global Slavery Index.

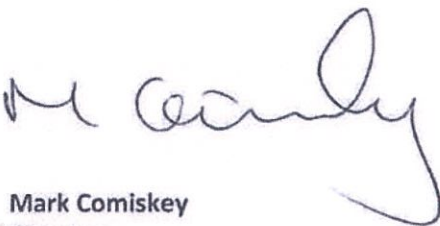
Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy and that they have taken steps to eradicate human trafficking and slavery from their business.

In addition, all suppliers are made aware that we may terminate their contract at any time should any instances of modern slavery come to light.

Training

We regularly conduct training for our procurement/buying teams so that they can identify and understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

We are committed to this important issue and continue to develop our monitoring systems to ensure our business and supply chain is free from slavery and human trafficking issues. We will publish a statement on slavery and human trafficking annually as required.



Mark Comiskey
Director

For and on behalf of Aurora Limited
July 2018

Reviewed by:-

Signed



Keith Mackenzie

Operations Director Date: 31st May 2019