



AMS Composite Cylinders Policy on Human Rights and Labour Standards

1. Introduction

AMS Composite Cylinders are a supplier of high quality, high pressure vessels for use in a variety of industries. We take very seriously the welfare of all personnel who are involved in the manufacture of our cylinders, from delivery driver to raw materials at source.

The policy focuses on fostering open and inclusive workplaces based on human rights and includes the following eight components:

- Respect for Human Rights
- Valuing Diversity
- Safe and Healthy Workplace
- Workplace Security
- Forced Labour and Human Trafficking
- Child Labour
- Work Hours, Wages and Benefits
- Guidance and Reporting for Employees

AMSCC have a diverse supply chain, so it is perhaps relevant to include these aspects

2. Areas Covered

All of our upstream suppliers adhere to the AMSCC code of conduct for the protection of workers' rights, meaning all employees are treated with respect and have safe working conditions. Our key upstream suppliers are members of working groups such as the Aluminium Stewardship Initiative. This example demonstrates that all bauxite (aluminium ore) is mined responsibly and is not subject to old fashioned artisanal practices, that puts the workforce and environment in harms way.

2.1. Manufacturing

Manufacturing is carried out in the facilities in Taoyuan County, roughly one hour's drive from Taipei, the capital of Taiwan. The manufacturer AMS, have a comprehensive workforce code of conduct. A copy is available on request.

2.2. Transport and Shipping

The preferred freight forwarder is Agility and a comprehensive policy on human rights can be found on the website www.agility.com



3. Our Commitment

3.1. Respect for Human Rights

AMSCC take seriously the human rights of all employees and family members impacted by the manufacture and supply of carbon composite cylinders. We review all the supply chains to source of component materials to ensure our suppliers do not use slave labour, child labour or source materials from conflict countries/ regions. This process is continually monitored by our suppliers, who in turn feedback the results to AMSCC.

3.2. Valuing diversity

AMSCC are an equal rights employer, with any new personnel hired on their ability to perform the assigned role, regardless of colour, religion, ethnicity and gender.

3.3. Safe and Healthy workplace

AMSCC run a virtual office, however we ensure any companies who supply goods or services are compliant with Health and Safety (H&S) best practices. In our manufacturing plant this includes, where appropriate, provision of adequate Personal Protective Equipment (PPE).

3.4. Workplace Security

The Company is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity.

3.5. Forced Labour and Human Trafficking

AMSCC monitor our raw material suppliers and their upstream providers to ensure neither forced labour, nor human trafficking are aspects of the supply chain. Each supplier to AMSCC has provided certified evidence that their process is free from modern forms of subjugation.

3.6. Child Labour

In adherence to applicable laws in the country where goods are manufactured, we request that our suppliers do not employ children in any capacity.

3.7. Work Hours, Wages and Benefits

AMSCC requests that suppliers of goods and services compensate their employees competitively relative to the industry and local labour market. We operate in full compliance with applicable wage, work hours, overtime and benefits laws.

3.8. Guidance and Reporting for Employees

AMS Composite Cylinders

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AMSCC creates workplaces in which open and honest communications among all employees are valued and respected. The Company is committed to following all applicable labour and employment laws wherever we operate.

This human rights and labour standards policy was updated by: James Cooper on 5th July, 2020.

Position: Director

Date: 05 Jul 2020

Signature:

A handwritten signature in black ink, consisting of a stylized 'M' followed by a horizontal line.