

Slavery is illegal and a violation of human rights. There are many forms of Modern Slavery including; forced labour, child labour, exploitation, being controlled by an employer, debt bondage, being physically constrained, being sold or treated as a commodity and having restrictions on freedom of movement. These acts involve a person losing their freedom by being exploited by another for personal or commercial gain.

Era has a zero tolerance approach to Modern Slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships. We will implement and enforce effective systems and controls to ensure Modern Slavery is not taking place in our own business and supply chains. We are committed to ensuring our business is transparent, as such we will comply with the disclosure obligations under the Modern Slavery Act 2015.

Era does not accept child labour and supports all children's rights within our company and we do not tolerate it within our supply chain. We support the United Nations Convention on the Rights of the Child (1989). We abide to a minimum age requirement of 18 years old for any hazardous work within our factory.

On occasion Era may offer work experience opportunities for students, which will be carried out under supervision and under the guidelines of the school or university.

Era supports the legal employment of young workers (if an opportunity arises outside of our industrial factory) for 16 or 17 year olds. A risk assessment will be carried out prior to employment and work restrictions will be enforced in line with current young working laws.



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