	300.200.100	<b>UK Anti-Slavery Human Trafficking Policy &amp; Procedure</b>		
CORPORATE HUMAN RESOURCES	Policy Owner:	General Counsel (GC)		
	Effective Date:	1 July 2016	Rev: New	Page 1 of 3

## Statement

Regal Beloit operates a Zero Tolerance attitude towards Modern Slavery and Human Trafficking. In line with the UK Modern Slavery Act 2015, we have reviewed our existing compliance and risk management processes to determine what measures exist and what further measures may be required to ensure that slavery and human trafficking does not take place in any part of our businesses or supply chains. The policy below sets out our approach and governs all of our business dealings and the conduct of all persons or organisations with whom we contract directly or who we appoint to act on our behalf.


We advise that all employees familiarise themselves with this policy to ensure that they act at all times in a manner that is consistent with the values set out below.

### 1. Purpose of this policy

- 1.1. Modern Slavery is a criminal offence under UK Modern Slavery Act 2015 “Modern Slavery Act”. It can occur in various forms including servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain. This policy sets out how Regal Beloit intends to prevent this from happening within its businesses or supply chain.
- 1.2. We have a zero tolerance approach to Modern Slavery and are committed to acting ethically and with integrity in all of our business dealings. We aim to ensure that our systems and controls do not allow Modern Slavery to take place anywhere in our own businesses or in those of our suppliers.

### 2. Steps to prevent Modern Slavery

- 2.1 We are committed to ensuring our business is transparent and our approach to tackling modern slavery through our supply chains is consistent with our disclose obligations under the Modern Slavery Act. We expect the same high standards from all of our contractors, suppliers and other business partners.
- 2.2 We prohibit the use of forced, compulsory or trafficked labour and expect our suppliers to hold their own suppliers to the same high standards.
- 2.3 All team members have an obligation to familiarise themselves with this policy to help in the identification and prevention of modern slavery and to conduct business in a manner such that the opportunity for and incidence of modern slavery is prevented. Adherence to this policy forms part of all team member’s obligations under their contract of employment.
- 2.4 Whilst recognising our statutory obligation to set out the steps we have taken to ensure that modern slavery and human trafficking is not taking place in our supply chains, we acknowledge that we do not control the conduct of individuals and organisations in our supply chains. To underpin our compliance with practical steps, we intend to implement the following measures:
  - I. Conduct risk assessments to determine which parts of our business and which of our suppliers are most at risk of modern slavery so that our efforts can be focussed on those areas.

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- II. Engage with our suppliers both to convey to them our Anti-Slavery policy and to gain an understanding of the measures taken by them to ensure modern slavery is not occurring in their businesses.
- III. Where appropriate, as informed by our risk assessment, seek to introduce supplier pre-screening and self-reporting for our suppliers on safe guarding controls.

### 3. Policy Responsibility

3.1 It is the responsibility of the Leadership Team to ensure that Modern Slavery & Human Trafficking is not occurring in our businesses. It is everyone's responsibility to speak up and raise any concern that is crucial to us preventing Slavery and Human Trafficking from happening in our businesses.

### 4. How to report Modern Slavery of Human Trafficking

4.1 If you see or suspect illegal activity or violations of this policy we encourage you to speak to your immediate supervisor, a manager or HR. However, if you are not comfortable addressing these matters with your supervisor, you can confidentially share concerns or ask for guidance through our Integrity Line, available 24 hours a day, 7 days a week.

4.2 Integrity Line – There are several ways to share a concern through the integrity line: online, over the phone or through email. Report Intake by phone and online is managed by Convercent (not a Regal owned company). Reports received in email will be entered in the Convercent system by someone in the Ethics & Compliance Office. Notice of reports will be forwarded immediately and discretely to a Regal staff member who will review the information. You may provide your name and contact information if you wish, but in most cases it is not necessary. If you prefer to remain anonymous, you will choose a security question and answer as well as a PIN. The system will assign you an access (report) number. With that information, you will then be able to follow up on or add information to your report at any time, as well as receive messages pertaining to the report.

- I. Report a concern via Telephone: 08081891308
- II. Report a concern online: [www.regalbeloitintegrity.com](http://www.regalbeloitintegrity.com)
- III. [Report a concern via email: integrity@regalbeloit.com](mailto:integrity@regalbeloit.com)

4.3 Members of the public or people not employed by us may also use the Convercent system and in lieu of that, they are encouraged to write to us, in confidence, to the Ethics & Compliance Office to raise any concern, issue or suspicion of Modern Slavery in any part of our business.

### 5. Safeguarding

5.1 We aim to encourage openness and will support anyone who raises a genuine concern in good faith under this policy, even if it turns out to be mistaken. Such individual should not suffer any detrimental treatment as a result of making any reporting in good faith. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment associated with raising a concern.

5.2 That being said, any claims or allegations which are found to be malicious or vexatious may result in disciplinary action being taken against the individual making the claim.


### 6. Communication & Awareness of this policy

Printed On 25/08/16 10:40:00

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This policy will be communicated with UK based:

- Employees
- Suppliers
- Contractors
- Business Partners

**7. Review**

This policy will be reviewed periodically and may be amended from time to time.

**Next Review:** 1<sup>st</sup> June 2017

**8. Associated Documents, Policies and Procedures (additional requirements)**

[Social Accountability Policy](#)

[Code of Business Conduct and Ethics](#) (open page, choose language)

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Team:	Legal, HR, EHSS, Supply Chain,	
Legal Advisor:	General Counsel, Assoc Gen Counsel - Compliance	
Languages	English	Doc Storage info: 0000006967
Review Frequency: Annually	Revision History: New: responds to legislation, supplements global Social Accountability policy	Revision Date: 2016-Jul-01