

QubicaAMF UK Limited	Main	+44(0)1442-286500
8 Marchmont Gate	Sales	+44(0)1442-286500
Cleveland Way	Aftermarket Products	+44(0)1442-286500
Hemel Hempstead	Technical Services	+44(0)1442-286525
Herts. HP2 7BF	Website	www.qubicaamf.com
United Kingdom		

---

**QUBICAAMF UK LTD**  
**MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**  
**FOR 2019/2020**

**Our Commitment**

QubicaAMF UK Limited (the “Company”) wholeheartedly supports the UK Modern Slavery Act 2015. The Company has zero tolerance of human rights violations and is committed to the highest standards of ethical and sustainable business practice, including preventing any form of slavery or human trafficking in our own business or in our supply chains. We expect our suppliers to hold their own suppliers to the same high standards.

**This Statement**

The Company is outside the scope of Section 54 of the UK Modern Slavery Act 2015 since its turnover is below the £36 million threshold. However, at its own discretion and in line with best business practice, the Company has decided to publish an Annual Statement on the lines stipulated by the Act. As the first such publication, this statement covers relevant actions taken by the Company up to 30 June 2020.

**Our Organisation**

The Company is a subsidiary of the QubicaAMF group, the largest bowling equipment provider in the world. The group has manufacturing facilities in the USA and Italy, sales and service offices in regional centres, a global distributor network and a large customer service team. The Company provides bowling and mini bowling equipment, services and ongoing support throughout the UK and Ireland.

**Our Policy**

The Company has adopted a Modern Slavery and Human Trafficking Policy (the “Policy”). This applies to all employees and directors of the Company and to all other persons working for us or on our behalf in any capacity (“Personnel”) and to all companies in our supply chain.

**Risks**

The Company has analysed its exposure to all forms of slavery and human trafficking. The risk in the Company’s own business is assessed as very low since the Company ensures that its recruitment procedures, employment terms and policies are maintained and implemented in full compliance with all applicable employment laws and regulations. The risk in the Company’s supply chains is assessed as low since our main suppliers are part of the QubicaAMF group. Some risk may reside in the supply chains of the Company’s other suppliers and contractors using low skilled labour.



### **Due Diligence**

The Company ensures that it can account for each step of its supply processes and that it knows who is providing goods and services to it at all times. We assess the risks for all new significant suppliers and those being renewed, and we take all appropriate measures to address any concerns. New and renewed suppliers are required to sign the Company's Supplier Code of Conduct which sets out our requirements, including a commitment to zero-tolerance of slavery in their own businesses and supply chains. The Company reserves the right to conduct independent and unannounced audits of its suppliers. The Company expects its suppliers to remedy any concerns in a timely manner. In the event of failure to do so rapidly and satisfactorily, the Company will terminate the contract.

### **Training**

All relevant Personnel receive appropriate training on the Policy.

### **Effectiveness**

The Company does not believe any incidents of slavery or human trafficking have ever occurred within the Company nor within its supply chain. However, the Company continues to look at how it can further mitigate the risks and is ready to take appropriate action promptly to address any concerns that may arise. The Policy and its implementation are reviewed and assessed annually against agreed key performance indicators.

### **Adoption of this Statement**

This statement has been approved by the Board of Directors of the Company on 30 June 2020 and it is published on the Company's website, with a prominent link to it on the Company's homepage.

Signed on 30 June 2020 on behalf of the Board:

Christopher F. Caesar

Director, QubicaAMF UK Limited

