

# ANTI-SLAVERY POLICY



Modern slavery is a crime and a violation of fundamental human rights. All types of modern slavery have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to acting ethically and with integrity in all our business dealings and relationships and to ensure modern slavery is not taking place anywhere in our own business, or in any of our supply chains.

We are also committed to ensuring that there is transparency in our own business and in our approach to dealing with modern slavery throughout our business, consistent with our disclosure obligations under the Modern Slavery Act 2015.

As part of this process, we will review any supply chain we may use to identify and assess potential risk areas and maintain a register detailing the same.

We expect high standards from all of our subcontractors, suppliers and other business partners.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, agency workers, sub-contractors, external consultants, third-parties and business partners.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

## RESPONSIBILITY FOR THE POLICY

The management of the company has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all aspects of our company complies with it.

## COMPLIANCE WITH THE POLICY

All employees, sub-contractors and third parties must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Although you should report any concerns regarding modern slavery and/or human trafficking in any parts of our business or supply chains, you are also encouraged to discuss a specific matter with any member of the management team.

If you are in any doubt about whether a particular act or working conditions in any of our business relationships may contravene any aspect of this policy then act on the side of caution and report it to a member of the management team.

We encourage openness and will support anyone who raises genuine concerns in good faith, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their knowledge, or suspicion, that modern slavery is taking place in any part of our business or in any of our supply chains.

**COMMUNICATION AND AWARENESS OF THIS POLICY**

Our zero-tolerance approach to modern slavery is communicated to suppliers, contractors and business partners from the outset of our business relationship with them and reinforced as appropriate thereafter.

**BREACHES OF THIS POLICY**

Any employee who breaches this policy may face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy

Signed by Company Director

A handwritten signature in black ink, consisting of several stylized, overlapping loops and a long horizontal stroke extending to the right.

Signed .....

Date : 27/5/25