

1. Aims of this Policy

This policy supports our commitment to limiting the risk of modern slavery occurring within our organisation. It sets out our commitment to addressing the risks of modern slavery with our suppliers and other organisations who we have business relationships with.

The policy applies to all individuals working for or on our behalf including employees, directors, officers, agency workers, contractors, consultants and any other third-party representative.

We expect all parties who have a business relationship with us to familiarise themselves with this policy. They are expected to in a way that is consistent with our values.

We will only do business with organisations who fully comply with this policy or those who are taking steps towards compliance.

2. What do we Mean by Modern Slavery?

Modern slavery can take many forms and covers four key criminal activities as follows:

Slavery: where ownership is exercised over an individual.

Servitude: involves the obligation to provide service imposed by coercion.

Forced and compulsory labour: all work or service, not voluntarily performed, which is obtained from an individual under the threat of force or penalty.

Human trafficking: involves arranging or facilitating the travel of another with a view to exploiting them.

All forms of modern slavery result in the loss of an individual's freedom by another to exploit them for commercial or personal gain. This amounts to a violation of an individual's fundamental human rights.

Tackling modern slavery requires us all to play a part and remain vigilant to the risk in all aspects of our operations and business relationships.

3. How we Seek to Embed our Anti-Slavery Policy in Practice

To underpin our policy commitments we will engage directly with suppliers to gain a full understanding of the measures they have in place to stop modern slavery occurring within their own businesses and supply chains. Where appropriate we will agree how such measures should be enhanced.

4. Responsibility for this Policy

The Directors have overall responsibility for this policy. They will ensure we comply with all our legal and ethical obligations.

All managers have the primary day-to-day responsibility for the implementation of this policy. They will monitor its use and ensure the appropriate processes and control systems are in place and updated as required.

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All managers are responsible for ensuring that those reporting to them comply with this policy in the day-to-day performance of their roles.

5. Communication and Employee Awareness Training

The Directors will ensure that all relevant employees receive adequate training on this policy and any supporting processes applicable to their role.

6. Breaches of this Policy

Any breaches of this policy will be taken seriously and dealt with on a case by case basis.

Breaches of this policy may lead to disciplinary action being taken in accordance with our disciplinary procedure. Serious breaches may be regarded as gross misconduct and may lead to summary dismissal in line with our disciplinary procedure.

You are expected to fully co-operate with any investigation into suspected breaches of this policy or any related processes or procedures.

If any part of this policy is unclear you must seek clarification from a Director.

7. Status of this Policy

This Anti-slavery Policy will be reviewed by the Company's directors on a regular basis.

This policy does not give contractual rights you and we reserve the right to alter any terms at any time. We will notify you in writing of any changes which may affect you.

Policy Issue Date	Director Signature
17 th April 2025	