

1. **Modern Slavery and Human Trafficking Policy**

1.1. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and 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 and commercial gain.

1.2. We will do the following:

- We will not make excessive or illegal wage deductions
- We will not require you to stay in company or broker controlled housing
- Allow you to enter or leave the Company's premises freely
- We will not allow you to work excessive overtime
- We will not use wage deductions as a disciplinary measure
- Treat all employees with the highest mutual trust and openness establishing a culture of ethical integrity

1.3. We expect our suppliers to do the following:

- To not make excessive or illegal wage deductions
- To not require you to stay in company or broker controlled housing
- Allow their employees to enter or leave the Company's premises freely
- Not allow their employees to work excessive overtime
- To not use wage deductions as a disciplinary measure
- Treat all employees with the highest mutual trust and openness establishing a culture of ethical integrity
- To audit their suppliers on the above

1.4. We have a zero-tolerance approach to modern slavery and human trafficking within our business and that from within our supply chains. The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers or goods and services to the organisation.

1.5. We expect the same high standards from all of our contractors, suppliers and other business partners. If any of our employees think they have come across an instance of modern slavery or if in fact you are a victim yourself, please follow the Whistle

Blowing procedure and phone the Modern Slavery Helpline on **0800 0121 700** for information and guidance.

- 1.6. The company will not support or deal with any business knowingly involved in slavery or human trafficking. The company Director/s shall take responsibility for implementing this clause.