

# Modern Slavery Policy



Our family-owned business is committed to conducting our operations with integrity and in an ethical manner.

This policy underlines our commitment to identifying, preventing, and addressing any forms of modern slavery, human trafficking, forced labour, and workplace abuse within our business and supply chain.

We are committed to a transparent, accountable, and safe working environment for all our employees, contractors, and partners.

## **Scope**

This policy applies to all individuals working at any level and grade, including senior managers, directors, employees (whether permanent, fixed term, or temporary), consultants, contractors, trainees, or any other person associated with us.

## **Definitions**

**Modern Slavery:** Involves exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception, and/or abuse of power.

**Human Trafficking:** The act of recruiting, transporting, transferring, harbouring, or receiving a person using force or other forms of coercion for the purpose of exploitation.

**Forced Labour:** Any work or services which people are forced to do against their will under threat of punishment.

**Workplace Abuse:** Any form of maltreatment that occurs in the workplace, which can include verbal, physical, or psychological abuse.

## **Policy Statement**

We have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings and relationships.

We endeavour to engage with suppliers and partners who comply with all applicable labour laws, including those related to modern slavery, human trafficking, and forced labour; and to work with partners who uphold human rights and conduct business in a transparent and responsible manner.

We have in place systems and controls to ensure modern slavery does not take place anywhere in our own business.

## **Breach of the Policy**

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

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

## **Review and Monitoring**

This policy will be reviewed regularly and may be updated in response to any changes in legislation, regulatory requirements, or best practices.