



MODERN SLAVERY POLICY

The Modern Slavery Act 2015 is an Act of the Parliament of the United Kingdom. It is designed to combat modern slavery in the UK and consolidates previous offences relating to trafficking and slavery.

Statement of Compliance

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 or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain. We expect the same high standards from all of our contractors, suppliers and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude and we expect that our suppliers will hold their own suppliers to the same high standards. This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third-party representatives and business partners.

In relation to the requirements of the above, the company will comply with the requirements of section 54 of the act and will endeavour to ensure that as far as reasonably possible that;

- Where labour is employed, and in line with the equality act, we will take action to ensure the protection of prospective and existing employees by carrying out necessary checks and controls.
- The supply chain of the company is limited by definition since a major part of our business is dictated by our clients in the form of the product that we sell is specified. We seek to obtain assurances from our major suppliers that they have in essence taken cognisance of the content and intent of the legislation.
- In carrying out this duty, cognisance will be given to compliance with all relevant subjects relating to the Equalities act 2010, the Modern Slavery act 2015 and all relevant and subsequent updates of the legislation.
- The company will ensure that all relevant staff are made aware of the importance of the Modern Slavery Act and the liabilities that this could impose on our company.
- The company will not knowingly practice or accept any deviation from compliance with this legislation.

Signed: 
Position: Chair
Date of latest issue: 8/5/2023