

### **1.01 Modern Slavery Policy**

This statement outlines how we protect against slavery in our business and supply chains in line with meeting the requirements in compliance with current regulations. We have zero tolerance to this issue and expect our people, suppliers and sub-contractors to comply with our values.

We all have a duty to be alert to the risks in our business and wider supply chain. Staff are expected to follow the guidance outlined in the company anti-slavery and human trafficking policy to report concerns. Managers are required to act if concerns are raised whether these are from outside or within the business.

The following is in place to help identify and mitigate risk:

- We aim to build long standing relationships with suppliers and sub-contractors, communicating our expectations very clearly
- Systems are in place to encourage reporting of concerns and for the protection of whistle-blowers
- We require all our existing members of our supply chain to abide by our Modern Slavery Statement.
- As part of the selection process, all new supply chain members will be required to confirm that they have a policy/statement settling out the steps they have taken to ensure that slavery and trafficking is not taking place within their organisation or supply chain

This policy may be reviewed annually by the directors, who shall take responsibility for implementing this policy statement to ensure that our organisation and supply chains are free of slavery and human trafficking.