

**Modern Slavery and Human Trafficking Policy Statement**

<b>Version number</b>	<b>Purpose change</b>	<b>Lead</b>	<b>Review date</b>	<b>Next review</b>
1	New Policy	Sam Wilson	8.12.2023	8.12.2024

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## **Purpose**

The purpose of this document is to demonstrate the company's commitment to preventing and addressing modern slavery within their operations and supply chain. We demonstrate the highest regard and respect for human rights and are committed to ethical business practices.

Modern slavery refers to various forms of exploitation, including forced labour, human trafficking, domestic servitude, and other violations of human rights. All employees should familiarise themselves with this statement alongside the Safeguarding Policy and report any suspicious activity via the safeguarding channels.

## **Scope**

The content of this document applies to all company employees as well as any supply chain partners, sub-contractors, and volunteers.

## **Policy Statement**

The company is committed to driving out acts of modern-day slavery and human trafficking within their business and that from within their supply chains, including sub-contractors, and partners.

We acknowledge responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation, and with suppliers of goods and services to the organisation. These, as well as the suppliers of services make up the supply chain within the company.

As part of our company's due diligence processes into slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier.

Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

The company will not support or deal with any business knowingly involved in slavery or human trafficking.

The directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc.,) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

A full copy of this policy and a copy of the Modern Slavery Act 2015 will be accessible to all employees electronically and can be obtained from the HR Manager upon request.

This policy statement will be reviewed annually and published on company websites.

The Implementation and operation of this management system underlines our commitment to this policy.

## **Non-Compliance**

Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached.

## **Review**

Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed, at least once per annum, by the Directors to ensure its continuing suitability and relevance to the company activities.