



Modern Slavery Policy Statement

“Fighting modern slavery together”

We are committed to ethical business practices and the protection of human rights. This Modern Slavery Policy reflects our resolve to identify, prevent, and eliminate any form of modern slavery within our business operations and supply chain.

Modern slavery encompasses forced labour, human trafficking, servitude, and any type of coerced work that deprives individuals of their freedom. Our policy aligns with the UK Modern Slavery Act 2015 and underscores our dedication to conducting business responsibly and with integrity.

Policy Objectives

- **Zero Tolerance for Modern Slavery:** To uphold a zero-tolerance stance towards modern slavery within our operations and supply chains.
- **Compliance and Due Diligence:** To ensure compliance with the UK Modern Slavery Act 2015 and conduct thorough due diligence processes to prevent modern slavery.
- **Awareness and Training:** To educate our employees, suppliers, and partners about modern slavery and their responsibilities under this policy.
- **Reporting and Transparency:** We are committed to maintaining open channels for reporting concerns about modern slavery. While we are currently under the threshold that requires the publication of an annual Modern Slavery Statement, we pledge to conduct our operations with transparency and to share relevant information.

Commitments

- **Risk Assessment:** We will regularly assess and identify areas of our business and supply chains that are at risk of modern slavery and take appropriate measures to address those risks.
- **Supplier Standards:** All suppliers and contractors must comply with our Modern Slavery Policy. Contracts will explicitly prohibit modern slavery, and we will terminate agreements with any party found to be involved in such practices.

- **Employee Training:** Training programs will be provided to ensure that our employees are knowledgeable about modern slavery, recognise its signs, and understand how to report suspected cases.
- **Reporting Mechanisms:** Employees and external stakeholders can report concerns about modern slavery without fear of retaliation.

Implementation

- **Accountability and Governance:** Accountability for implementing this policy and ensuring compliance lies with our senior management team.
- **Employee Responsibilities:** All employees are expected to adhere to this policy, remain vigilant, and report any suspicions of modern slavery.
- **Supplier Engagement:** We will engage with our suppliers to convey the importance of this policy and to understand their compliance measures.
- **Monitoring and Review:** This policy and its effectiveness in combating modern slavery will be regularly reviewed and updated as necessary.

We recognise the importance of vigilance and responsibility in eradicating modern slavery. Through this policy, we commit to acting ethically, with integrity in all our business dealings, and to implementing and enforcing systems that ensure modern slavery is not taking place in our business or supply chains. Together, we can make a difference in the fight against modern slavery.



Original Signed

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John Constable
Chairman & Professional Head
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