

Anti-Slavery Policy

1. Overview

This policy applies to all persons working for, or on our behalf the Company in any capacity, including employees at all levels, directors, officers, agency workers, volunteers, agents, contractors, and suppliers.

The Company strictly prohibits the use of modern slavery and human trafficking in its operations and supply chain. The Company have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within the organisation, or in any supply chains. We expect that all suppliers will hold their own suppliers to the same high standards.

2. Modern Slavery and Human Trafficking

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

3. Commitments

The Company expects everyone working for, with, or on behalf it to support and uphold the following measures to safeguard against modern slavery:

- 🕒 The Company have a zero-tolerance approach to modern slavery in the organisation and all supply chains.
- 🕒 The prevention, detection and reporting of modern slavery in any part of the organisation or supply chain is the responsibility of all those working for, with or on our behalf of the Company.
- 🕒 Employees must not engage in, facilitate, or fail to report any activity that might lead to, or suggest, a breach of this policy.
- 🕒 The Company are committed to engaging with stakeholders and suppliers to address the risk of modern slavery in its operations and supply chain.
- 🕒 As part of the Company's ongoing risk assessment and due diligence processes it will consider whether circumstances warrant audits being carried out of suppliers for their compliance with the Company's practices.
- 🕒 If the Company find that other individuals or organisations working for, with, or on behalf of the Company have breached this policy it will ensure that appropriate action is taken. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.

Reference: NS-AS-POL

Review: Annually

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