

## Anti-Slavery Policy

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, interns, agents, contractors, external consultants, third-party representatives and business partners.  
We are committed to driving out acts of modern day slavery and human trafficking within our business and that from within our 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 us. These as well as the suppliers of services make up the supply chain within the company.

As part of the companies due diligence processes into slavery and human trafficking the supplier approval process will incorporate a view of the controls undertaken by the supplier. We recognise that imported goods from sources outside of the UK and EU are potentially more at risk for slavery/human trafficking issues therefore the level of management control required for these sources if and when used will be continually monitored.

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

The company 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 copy of this policy will be accessible to all employees and can be obtained upon request.

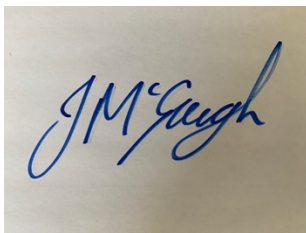
This policy takes into account, and supports, the policies, procedures and requirements documented in our systems, compliant with the requirements of our respective accreditations.  
The implementation and operation of this management system underlines our commitment to this policy.

Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed to ensure its continuing suitability and relevance to the company's activities.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

You must ensure that you read, understand and comply with this policy.



Signed:

Name: Joe McGough

Position: Director



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Date: 01/03/23