

Modern Slavery Statement

The Company is committed to ensuring that there is no modern slavery or human trafficking in any part of our business as far as possible requiring our suppliers to have a similar ethos.

The Company is committed to improving our practises to combat slavery and human trafficking.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms such as being compelled, coercion, servitude, forced and compulsory labour, human trafficking and slavery.

All of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or financial gain.

The Company has a zero-tolerance approach to modern slavery. The Company is committed to acting ethically and with integrity in all its dealings and relationships. Implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in the business or in any of our supply chains.

The Company is committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all our contractors, suppliers, and other business partners and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery.

This policy applies to all persons working for the Company 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.

This policy does not form any part of a contract of employment, and we may amend it at any time.

Responsibility for the Policy

The Board of Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The HR Manager has primary and day-to-day responsibility for enforcing this policy, monitoring its use and effectiveness, and dealing with any queries about it. Auditing internal control systems and procedures to ensure they are effective in combating modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular guidance on it and the issues of modern slavery in the supply chain.

The Company has in place a policy to protect whistle blowers, who may highlight to us any risk of slavery or human trafficking within our business operations or supply chain.


Compliance with this Policy

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for us or under our control. Any activity that might lead to or suggest a breach of this policy must be avoided. At the earliest opportunity personnel are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business, or supply chains of any supplier tier. If a member of staff asks for payroll payments to be made to a third party, this will be a short-term arrangement to accommodate their wishes. This is not advised and will be discouraged. Employees will be expected to have their own accounts set up within 4 weeks to avoid potential exploitation.

If a person believes or suspects that the treatment of workers, or their working conditions within any tier of our supply chain, conflicts with this policy or may occur in the future the HR Manager must be notified as soon as possible. The Company aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

The Company is committed to ensuring no one suffers any detrimental treatment, as a result of reporting in good faith their suspicion that modern slavery may be taking place in any part of the business or in any of our supply chains.

Print Name RICHARD SHROSBREE

Signed 

Position FINANCE DIRECTOR

Date 13 1 09 1 24