



ANTI-SLAVERY & HUMAN TRAFFICKING POLICY

The Company is committed to driving out acts of modern-day slavery and human trafficking both within its business and its supply chain. The Modern Slavery Act 2015 recognises the important role businesses can and should play in tackling slavery and encourages them to do more.

The Company acknowledges the provision of the MSA 2015 and will ensure transparency within its organisation and with its suppliers of goods and services to the organisation. The Company is satisfied from its own due diligence, that there is no evidence of any act of modern-day slavery or human trafficking within its own organisation.

Due to the nature of our business, we consider ourselves at low risk of modern slavery and human trafficking within our business and supply chains. However, the Company nevertheless will take the relevant steps to assess and manage any risk.

As part of the Company's due diligence process regarding slavery and human trafficking, our supplier approval process incorporates a review of the controls undertaken by suppliers. Imported goods from sources outside the UK and EU are potentially more at risk of slavery and human trafficking issues. The level of management control required for these sources will be continually monitored.

The Company embeds its principles through the provision of awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take where they have suspicions of slavery or human trafficking. The Company also ensures that staff involved in procurement of goods or services are aware of and follow modern slavery procurement guidance which is available on the government website (gov.uk).

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

The Company will take full responsibility for implementation of this policy statement, as well as its objectives and reserves the right to amend this policy at any time, without notice.

Name: Oliver Hazell

Signature:

A handwritten signature in black ink, appearing to be 'OH', written over a horizontal line.

Position: Managing Director

Date: 10th January 2024