

Modern Slavery and Human Trafficking Policy

The Modern Slavery Act 2015 ("the Act") was published in March 2015 in response to heightened concern around slavery, human trafficking and forced labour in global supply chains and recognises the role that companies can play in tackling these crimes.

The Modern Slavery Act 2015 includes the offences of slavery, servitude, forced or compulsory labour and human trafficking.

In broad terms:

- 'slavery' is where ownership is exercised over a person;
- 'servitude' involves coercion to oblige a person to provide services;
- 'forced or compulsory labour' is where a person works or provides services on a non-voluntary basis under the threat of a penalty;
- 'human trafficking' involves arranging or facilitating the travel of a person with a view to exploiting them.

The company have zero tolerance to slavery and human trafficking and will endeavour to do the following:

- (a) Continue to operate a Quality Management System which complies with requirements of ISO 9001:2015
- (b) Continue to audit suppliers
- (c) Review annually our modern slavery and human trafficking statement

Please view the company's Modern Slavery and Human Trafficking Statement on the Intranet for further information.