



Modern Slavery Statement

This statement sets out the Company's approach to understanding and addressing any potential slavery risks within its business.

We conduct our business fairly, ethically and with respect to fundamental human rights. We are committed to the prevention of all forms of Modern Slavery, both in our business and in our supply chains. We will not tolerate it.

We carry out appropriate checks on all employees, recruitment agencies and suppliers, so that we know who is working for us or on our behalf.

We are an equal opportunities employer, fully committed to creating and ensuring an inclusive and respectful working environment for all our staff.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We provide every employee with a written contract of employment and all employees are paid in accordance with the law. We comply with our legal obligations to ensure the health and safety of all our employees, including in relation to working hours, rest breaks and holidays.

If you are one of our suppliers

If you supply us with goods or services, you must assess your business and supply chains and confirm to us that you:

- Comply with your legal obligations, in relation to Modern Slavery; and
- Are committed to preventing and ensuring there is no Modern Slavery taking place in your business, or in any of your supply chains.

Suppliers must also adhere to, accept and sign our supplier code of conduct and complete our supplier quality questionnaire.

If you breach this policy or are found to have Modern Slavery in your business, or knowingly in your supply chain, we will likely terminate our contract with you.

If you are employed by us

We require all staff to complete the mandatory eLearning awareness training on modern slavery and whistleblowing.

You must immediately report any suspicions of modern slavery in our business or supply chains to the managing director, who will investigate it immediately. Please see the whistleblowing policy for further details.



You will not suffer any detrimental treatment because of reporting any genuine concerns, raised in good faith, under this policy. This applies, even if after investigation, they are found to be mistaken. If you believe that you have suffered any such treatment, you should immediately inform us and, if you are an employee, refer to our Grievance and Whistleblowing Policies.

Approved by:

Name: Jules Adam
Position: Director
Date: 01/07/2025

Version control table

<u>Version Number</u>	<u>Purpose/Change</u>	<u>Author</u>	<u>Date</u>
V1.0	Statement Created	Claire Nicholas	01/07/2025