

Modern Slavery Act Policy

Introduction

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. This policy explains our approach to modern slavery and sets out what you should do if you believe that any form of modern slavery is taking place within our business or supply chain.

This policy applies to anyone working for us in any form, including employees, agency workers, subcontractors and suppliers.

Please also refer to our Public Interest Disclosure (Whistleblowing) Policy.

Policy

We are committed to acting ethically and with integrity in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

We accept that we have a responsibility to ensure, so far as is possible, that workers are not being exploited, that they are safe and that relevant employment, health and safety, and human rights laws and standards are being adhered to, including freedom of movement and communication.

We have a zero-tolerance approach to any form of modern slavery. The prevention, detection and reporting of modern slavery in any part of our business or supply chain, whether in the UK or abroad, is the responsibility of all of us.

If we believe that these rules are not being adhered to, we will notify the relevant authorities.

You must avoid any activity that may lead to a breach of this policy and should report any concerns immediately. If you are unsure about whether a particular act, the treatment of workers, or their working conditions constitutes modern slavery, please raise it with your line manager or a director.

If you believe or suspect that a breach of this policy has occurred, is occurring, or may be about to occur, you must report it either by speaking to your manager or by following the Public Interest Disclosure (whistleblowing) policy in the employee handbook.