



Modern Slavery Policy Statement

BS(D).11. 04

March 23

Statement further to the Modern Slavery Act 2015 (section 54(1), Transparency in Supply Chains)

Modern slavery, servitude and forced or compulsory labour are unacceptable in a modern, twenty first century society. The trafficking of people around the world both thrives on the demand created by such practices and serves to create opportunity for unscrupulous employers.

We have zero tolerance towards slavery and human trafficking and recognise that everyone in our business has a duty to be alert to the risks, however slight, that modern day slavery presents. Staff are expected to report any concerns, and management are expected to act on those concerns. We insist that all of supply chain for materials, services and labour, to comply with its policies and values.

We review our materials, services and labour supply chain members annually, and expects each member to confirm its adherence to this policy, which incorporates clauses that address the issue of modern-day slavery.

All new materials, services and labour supply chain members are vetted before they are admitted to our approved supplier list, which includes compliance with all of our policies. We will not support or deal with any business knowingly involved in slavery or human trafficking.

In keeping with our commitment to act with integrity in all its business dealings, many of our existing policies are relevant in ensuring that there is no slavery or human trafficking in any part of its business or supply chains, especially in our E&D policy.

This policy is endorsed at the highest level by our Operations Director Dave Knight who is ultimately responsible for its implementation. The day to day management is delegated to senior management. All employees have a responsibility to comply with this policy and its associated arrangements.

Signed: D. Knight; Operations Director

Date: 9/3/23