

## **Anti-Slavery Policy**

We believe that we all have a responsibility to be alert to the risks of Modern Slavery and Human Trafficking, and encourage our staff within our business and the wider supply chain to report any concerns.

### **Our Supply Chains**

Our expectations are that our suppliers and supply chain partners will ensure that employment with them is freely chosen, child labor is not used, and that no harsh or inhumane treatment will occur. Our suppliers are required to ensure that all workers retain passports, ID Cards, bankcards and similar documents to facilitate their unhindered freedom of movement.

### **Our Policies On Slavery And Human Trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our supply chain. We have zero tolerance to modern slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

### **Steps Taken To Ensure That Slavery And Human Trafficking Is Not Occurring**

As part of our initiative to identify and mitigate risk both within our own organization and within our supply chain, where possible we build long standing relationships with local suppliers and make clear our expectations of business behavior. We also have systems in place to encourage the reporting of concerns and the protection of whistle blowers.

### **Training**

To ensure that there is an understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we provide training to relevant members of staff.