

Modern Slavery Act 2015 Policy Statement

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We are committed to improve our practices to combat slavery and human trafficking.

Our policy on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

To ensure that all parts of our business and supply chain are slavery free we regularly review our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery. Our policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

We have in place systems to:

- » Identify and assess potential risk areas in our supply chains.
- » Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- » Monitor potential risk areas in our supply chains.
- » Protect whistle blowers.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance program. We have a dedicated compliance team, which is headed by our QA and Compliance Manager who reports into the group CEO.

Training

To ensure high levels of understanding of the risks of modern slavery and human trafficking in our supply chains and our businesses, we intend to provide training to our staff. We also will require our business partners to provide training to their staff and suppliers and providers.

Paul Gibbons
CTO

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