

## Modern Slavery - Policy Statement

1.1 Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and 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.

1.2 We have a zero tolerance approach to modern slavery across all areas of our organisation, as well as in our supply chains. We are committed to ensuring we are not connected to modern slavery in any way as far as we are reasonably able to ascertain. We aim to ensure that our business operates in an open and transparent way. We believe that we are below the turnover threshold for obligations under the Modern Slavery Act 2015 but our approach to tackling modern slavery through our supply chains will be consistent with these obligations wherever we believe there is a material risk of modern slavery occurring.

1.3 Where relevant and where we believe there to be a significant risk, we aim to work in partnership with all our contractors, suppliers and other business partners to ensure that they share and work towards the same values we hold against slavery and human trafficking. To manage this, as part of our contracting processes, where relevant and where we believe there to be a significant risk, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

1.4 We are committed 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 where relevant and where we believe there to be a significant risk.

1.5 This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

1.6 This policy does not form part of an employee's contract of employment and may be amended at any time.