

# Modern Slavery Policy

## Overview and How We Define Modern Slavery

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1. Slavery, forced labour, servitude, and human trafficking are types of 'Modern Slavery' - criminal activity that deprives victims of their liberty and usually involves financial and other exploitation.
2. We conduct our business fairly, ethically, and with respect to fundamental human rights. We are committed to preventing all forms of Modern Slavery in our company and supply chains. We will not tolerate it.
3. If you work for or on behalf of us in any capacity, including as an employee, director, officer, worker, consultant, volunteer, supplier, or service provider, you must read and comply with this policy.
4. Failure to comply with this policy may result in disciplinary action, including dismissal or termination of the contract between you and us. It could also involve other legal steps being taken against you.
5. Our Anti-Slavery Officer ('ASO') is Amanda Lane (Head of People). They are responsible for this policy.
6. If you are an employee, this policy is not part of your employment contract, and we may update it at any time.

## Preventing Modern Slavery in Our Business

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1. We carry out appropriate checks on all employees, recruitment agencies and suppliers so that we know who is working for us or on our behalf.
2. We give every employee a written employment contract and pay them in accordance with the law. We comply with our legal obligations to ensure the health and safety of all our employees and workers, including working hours, rest breaks, and holidays.
3. All managers are provided with training on this policy.

## If you are one of our Suppliers

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1. If you supply us with goods or services, you must assess your business and supply chains and confirm to our ASO that you:
  - a. Comply with your legal obligations in relation to Modern Slavery and
  - b. Are committed to ensuring there is no Modern Slavery taking place in your business or any of your supply chains.
2. If you breach this policy, or are found to have Modern Slavery in your business, or knowingly in your supply chain, we may terminate our contract with you and pursue legal remedies against you.

## If you are an Employee

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(or a Worker providing services for us)

1. You must immediately report any suspicions of Modern Slavery in our business or supply chains to our ASO. Our ASO will investigate and report to our CEO within a reasonable time on any necessary actions.
2. You will not suffer any detrimental treatment due to reporting any genuine concerns raised in good faith under this policy. This applies even if, after investigation, they are found to be mistaken. If you believe that you have suffered any such treatment, you should immediately tell our ASO and, if you are an employee, refer to our Grievance and Whistleblowing Policies.