

MODERN SLAVERY POLICY

Overview and How We Define Modern Slavery

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.

We conduct our business fairly, ethically and with respect to fundamental human rights. We are committed to the prevention of all forms of Modern Slavery, both in our business and in our supply chains. We will not tolerate it.

You must read and comply with this policy 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.

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.

Our Anti-Slavery Officer ('ASO') is **Weston Malone**. They are responsible for this policy and ensuring all our employees and supply chain comply with our requirements

If you are an employee, this policy does not form part of your employment contract, and we may update it at any time.

Preventing Modern Slavery in Our Business

We carry out appropriate right to work checks on all employees and agency staff so that we know who is working for us or on our behalf, encompassing human rights and modern slavery.

We ensure every employee has a written employment contract, is paid on time, earns at least minimum wage, and has access to a wage slip. We comply with our legal obligations to ensure the health and safety of all of our employees and workers, including in relation to working hours, rest breaks and holidays.

Training

Employees have access to online Human Trafficking and Modern Slavery training within the office environment as part of your induction via High-Speed Training and the Supply Chain Sustainability School. On site, as part of the induction pack, we will provide information on Modern Slavery, as well as dedicated Toolbox Talks. You are also encouraged to review [GLAA Modern Slavery video](#) for awareness and information.

We will annually monitor and report on the number/percentage of staff trained on Modern Slavery.

If You Are One of Our Suppliers

If you supply us with goods or services, you must assess your business and supply chains and confirm to our ASO that you:

- comply with your legal obligations, in relation to Modern Slavery; and
- are committed to ensuring there is no Modern Slavery taking place in your business, or in any of your supply chains.

Annually, we will review our supply chain via PQQ questionnaire to assess their commitment to addressing Modern Slavery. We will monitor, risk assess and report on our supply chain partners on an annual basis. Based on the outcome of these annual reviews, we will endeavour to identify ways in which we can raise performance to effectively address modern slavery.

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 or a Worker Providing Services For Us

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 Board of Directors within a reasonable time, on actions which may require to be taken.

You will not suffer any detrimental treatment as a result of 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.

Signed: <u></u>	Print: <u>WESTON MALONE</u>
Position: <u>MANAGING DIRECTOR</u>	Date of Last Review: <u>14.02.26</u>