

## Modern Slavery Statement

Our company is committed to ensuring that our business and supply chain remain free from modern slavery and human trafficking. We recognise that these practices are a violation of human rights and are unacceptable in any form.

As a responsible business, we take all necessary steps to prevent such practices within our own operations and throughout our supply chain. This statement is made in accordance with the Modern Slavery Act 2015 and outlines our approach to tackling modern slavery risks.

### **Our Commitments and Actions**

To ensure compliance with relevant legislation and to strengthen our approach to preventing modern slavery and human trafficking, we have implemented the following measures:

**Code of Conduct:** We have established a Code of Conduct that is communicated to all employees and suppliers, setting out clear expectations regarding ethical labour practices.

**Due Diligence and Risk Assessment:** We conduct regular risk assessments and due diligence on our suppliers and their supply chains. This includes audits, reviews, and assessments to identify and mitigate any risks of modern slavery.

**Whistleblowing Policy:** Our whistleblowing policy encourages employees, suppliers, and other stakeholders to report concerns or suspicions of modern slavery or human trafficking. Reports can be made confidentially and without fear of retaliation.

**Training and Awareness:** We provide training to employees to raise awareness of modern slavery and human trafficking, ensuring they understand the risks and know how to report concerns.

**Zero-Tolerance Approach:** We do not tolerate any form of modern slavery or human trafficking. We reserve the right to terminate business relationships with any supplier or contractor found to be involved in such practices.

### **Ongoing Review and Improvement**

We are committed to continuously reviewing and improving our policies, procedures, and due diligence processes to ensure robust compliance with the Modern Slavery Act 2015 and to further strengthen our efforts in preventing modern slavery.

This statement has been approved by the Board of Directors and will be reviewed and updated annually. It will be published on our public-facing website and internal communication channels.

**Approval date:** March 2025