

P-4 Anti-Slavery and Human Trafficking Policy

It is the policy of the company to take a zero tolerance approach to any form of modern slavery which encompasses slavery, servitude, human trafficking and forced labour. We are committed to acting ethically and with integrity and transparency in all business dealings and to ensuring effective systems and controls are in place to safeguard against any form of modern slavery taking place within our business operations or in our supply chain.

The Company acknowledges responsibility to the Modern Slavery Act 2015 and we accept that we have a responsibility to ensure that workers are not being exploited, that they are safe and that relevant employment, health and safety, and human rights laws and standards are being adhered to, including freedom of movement and communication.

Any concerns about any form of modern slavery taking place within our business or supply chain should be reported to management.

We currently operate a supplier approval process which includes consideration of any risks of modern slavery or human trafficking and all approved suppliers are required to demonstrate they meet our requirements to ensure that slavery and human trafficking is not taking place within our organisation or supply chain. We will not have any dealings with any business knowingly involved in slavery or human trafficking.

This Policy takes into account, and supports, the policies, procedures and requirements documented in our ISO compliant Management Systems. The implementation and operation of this management system underlines our commitment to this policy including procedures to ensure that this policy, as well as all other company policies, is available and understood at all levels.

This policy will be reviewed annually to ensure its continuing suitability and relevance to company activities and is made available to all staff and interested parties upon request.

Approved By : *Keith Montgomery MD*

Date : *07/01/2025*