

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 duty 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 have long standing established relationships with our suppliers and currently operate a supplier approval process. We are committed to ensuring, so far as we are able, that slavery and human trafficking plays no part in our supply chain or any part of our business. We will have no 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, as well as all other company policies and their understanding at all levels, most specifically Equality, Diversity and Inclusion, Document Reference HS/HR 0026, Issue 1.

This policy is available on our website and is displayed on internal noticeboards. It 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: Gary Carling Managing Partner

Date: 16 October 2025

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