

UK Modern Slavery Act

We are firmly against all forms of modern slavery and human trafficking, which are serious crimes and violations of human rights. Modern slavery involves someone being controlled or exploited by another person for personal or business gain. We are committed to doing business in a fair, honest and respectful way and making sure slavery and exploitation have no place in our company or supply chains.

We aim to be open about how we work and to tackle modern slavery risks in our operations and relationships, in line with the Modern Slavery Act 2015. We regularly review our suppliers and partners to identify risks and keep a record of any concerns. We expect all our partners, suppliers and subcontractors to meet high ethical standards.

Who This Policy Covers:

This policy applies to anyone who works for or with us in any way—whether you're an employee, contractor, intern, consultant, agent, or partner. It doesn't form part of anyone's employment contract and we may update it at any time.

What We're Doing

To help reduce the risk of modern slavery:

- We expect our suppliers to provide safe workplaces, treat workers with respect, follow the law and act responsibly.
- We only use well-known and trusted recruitment agencies.
- We have policies and systems that make it easy to report any concerns.
- We use trusted software for payroll and workforce checks.
- Our HR and compliance teams carry out regular checks to make sure everything is in line with this policy.

Who's Responsible

Senior management is responsible for making sure this policy is followed. The HR and Payroll team handles day-to-day tasks, and leadership helps monitor our suppliers and partners.

What You Must Do

Everyone working with us must read and understand this policy. You should never take part in or ignore any activity that could go against it.

If you're worried something might be a sign of modern slavery—whether in our company or through our suppliers—please speak up. You can raise concerns through our whistleblowing policy or by talking to a member of the leadership

team. If in doubt, report it. We will support anyone who raises concerns in good faith.

Sharing the Policy

We clearly communicate our zero-tolerance stance on modern slavery to our suppliers and partners at the beginning of every business relationship and continue to do so over time.

Breaking the Rules

Anyone found to be breaking this policy may face disciplinary action, including dismissal. If someone we work with breaches the policy, we may end the relationship.