

Anti-Slavery Policy

Introduction

The Company is committed to promoting and maintaining the high ethical standards in relation to all of its business activities. The Company's reputation for maintaining lawful business practices is of paramount importance to it and this policy is designed to preserve these values.

The Company has a zero tolerance policy towards modern slavery and human trafficking and is committed to acting fairly and with integrity in all of its business dealings and relationships, and to implementing and enforcing where possible, effective systems to counter modern slavery and human trafficking in our own business and our supply chains. We will not support or deal with any business knowingly involved in modern slavery or human trafficking.

This policy applies to all permanent and temporary employees of the Company (including any of its intermediaries, subsidiaries or associated companies). It also applies to any individual or corporate entity associated with the Company or who perform functions in relation to, or for and on behalf of, the Company, including, but not limited to, directors, agency workers, casual workers, contractors, consultants, seconded staff, agents, suppliers and sponsors.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

Compliance with Policy

You must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or that it may occur you must notify your manager report it as soon as possible.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.