

### Anti-Slavery & Human Trafficking Policy

We seek to promote an environment to work in that respects the rights of our employees. The purpose of this policy is to set out our responsibilities with regards to the prevention of slavery and human trafficking. We will comply with the Modern Slavery Act (2015) and our values are:

- We pay our employees fairly and appropriately for their work.
- Enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.
- Acting ethically and with integrity in all our business relationships.

All employees are issued with a Contract of Employment of which they sign in agreement with the terms and conditions in place. Employees are free to terminate their Contract of Employment at any time as long as they adhere to the rules regarding the contractual notice period, as stated in their Contract.

All new employees also provide us with copies of their passports to ensure they are permitted to work and live within the UK.

We seek our materials and services from sources where they are not produced under conditions that involve the abuse or exploitation of any person's human rights. To ensure this, we issue document referenced DEL-IMS-213 which asks suppliers and subcontractors to confirm they are meeting our ethical standards in relation to the Modern Slavery Act (2015). Should suppliers/ contractors violate these rights and/ or are not willing to reach our standards, we will look to purchase materials elsewhere.

The purpose of this policy is to promote good labour in the workplace. It shall be communicated to all management and those personnel involved in the sourcing of materials.

This policy will be reviewed on an annual basis and amended as necessary.

**Signed**  **Date** 08/02/2024

**Title** Partner