



## MODERN SLAVERY POLICY

This policy outlines how we will protect against slavery in our business and supply chains, and also meeting the requirement of the Modern Slavery act 2015. We expect our employees, sub-contractors and suppliers to comply with our values.

Our head office is in Luton, with a regional office on the Isle of Wight. We are committed to act ethically, being open and honest in our business relationships to implement effective systems and procedures to ensure that slavery and human trafficking does not take place anywhere in our business or supply chain.

We have identified the following to mitigate the risk:

1. All relevant staff will receive instructions on the risk of modern slavery and human trafficking in our business and supply chain, so they are aware of potential problem areas, and all Directors will be briefed on the subject.
2. We aim to build long standing relationships with our suppliers and sub-contractors, communicating our expectations clearly.
3. We encourage the reporting of concerns and for the protection of whistle-blowers.

We recognise that the success of this Policy depends on the combined efforts of all employees and subcontractors and to this end will fully support anyone encountering difficulties complying with it.

This Policy will be reviewed annually, or sooner following experience or because of operational or organisational changes.

Signed on behalf of the Company:

A handwritten signature in blue ink, appearing to read 'ml' followed by a stylized flourish.

Nick Lamb  
Operations Director

Date: March 2018

Next Review Date: March 2019