

# Modern Slavery and Human Trafficking Policy

## 1. Policy Statement

We are committed to conducting our business ethically and with integrity. We have a zero-tolerance approach to modern slavery and human trafficking and are committed to acting transparently in all business dealings and relationships.

We take steps to ensure that modern slavery is not taking place within our organisation or in any part of our supply chain.

## 2. Purpose of This Policy

This policy aims to:

- Prevent modern slavery, servitude, forced or compulsory labour, and human trafficking in our business and supply chains.
- Set out our responsibilities, and those of our employees and suppliers, in observing and upholding our stance against modern slavery.
- Provide guidance to staff on how to identify and report concerns.

## 3. Scope

This policy applies to:

- All employees, contractors, consultants, and agency workers engaged by [Company Name].
- All suppliers, partners, and service providers who work with us.

## 4. Our Commitments

- Conduct due diligence on all new suppliers and partners.
- Include contractual clauses requiring compliance with anti-slavery laws.
- Provide training for staff on recognising the signs of modern slavery.



- Encourage a culture of whistleblowing and reporting concerns without fear of retaliation.

#### 5. Risk Assessment and Due Diligence

We assess the risk of modern slavery within our supply chain by:

- Identifying high-risk suppliers or regions.
- Requesting supplier self-assessments and certifications.
- Taking action where non-compliance is identified, up to and including termination of contracts.

#### 6. Reporting Concerns

Any employee who suspects modern slavery or human trafficking must report it immediately to:

Email: Sarah@imm.uk.net

Phone: 01273 470025

Reports will be taken seriously, investigated promptly, and treated in confidence wherever possible.

#### 7. Monitoring and Review

This policy will be reviewed annually by senior management to ensure it remains effective and up to date with legislation and industry best practices.