

Modern Slavery Policy

We respect the fundamental human rights of the people we deal with and won't take part in activities that encourage human rights abuses. Our efforts to prevent modern slavery are published in our annual [Modern Slavery Statement](#).

We are committed to maintaining the highest standards of business and making a positive impact in the communities in which we work. This includes providing access to remedy, compensation, and justice for victims of modern slavery.

Definition of Modern Slavery

Modern slavery is a general term for situations in which a person is severely exploited by another for personal or commercial gain. This includes forced labor, bonded labor, debt bondage, domestic servitude, forced child labor, sex trafficking and human trafficking. The term 'child labor' is defined as work below minimum age provisions from national labor laws and regulations / international standards.

We expect our people to:

- Assess the risk and monitor our suppliers appropriately to make sure they meet our [Supply Chain Code of Conduct](#) expectations.
- Ensure our customers meet our Responsible Business Assessment standards.
- Conduct due diligence and monitor our agents and joint venture partners to make sure they meet our Code of Conduct's expectations.
- Report any concerns or breaches via our [Ethics Helpline](#)
- Follow our policies and procedures.

We expect our suppliers and partners to:

- Meet the requirements of our Supply Chain Code of Conduct.
- Act socially responsibly, including not using forced labor, bonded labor, debt bondage, domestic servitude, forced child labor, sex trafficking and human trafficking.
- Develop and apply controls to prevent modern slavery in their supply chains.

We will communicate our expectations through:

- Group annual training.
- Leadership channels.

Our Modern Slavery Statement transparently outlines our commitments and is updated each year. We will monitor our performance against this statement. Our people, suppliers, partners and those who represent us are all responsible for making sure we carry out our commitments.

Chris Ashton
Chief Executive Officer

June 2022