

## Policy Background

We're committed to ensuring that our business operations are conducted in strict compliance with all applicable laws and regulations concerning modern slavery and human trafficking. We recognise that these criminal activities exploit the most vulnerable individuals, violating their fundamental human rights, and are entirely unacceptable. Therefore, we unequivocally condemn all forms of modern slavery and human trafficking and reject any illegal activity associated with our business. Our company is committed to preventing, detecting, and reporting any instances of modern slavery and human trafficking in our business and our supply chain and we take appropriate measures to eradicate them.

## Purpose of this Policy

The purpose of this policy is to establish our company's commitment to combating modern slavery and human trafficking in all its forms, both within our own operations and throughout our supply chains. We aim to raise awareness of these human rights violations and provide guidance to our employees, partners, and suppliers on how to identify and report any instances of modern slavery or human trafficking. Through this policy, we seek to promote ethical business practices and fulfil our responsibility to respect and protect the human rights of all individuals involved in our business activities. Furthermore, our stance on modern slavery and this policy aim to increase awareness of these issues. We have established guidelines for our approach, and emphasize our efforts to support our industry and the wider community in eliminating human trafficking and slavery from the industry we serve.

## Requirement of the Policy

In order to prevent modern slavery in all aspects of our business, our employees and supply chain partners must adhere to our management systems and controls. Should any concerns arise or if our standards fail to meet expectations, it is essential that reports are made immediately to business leadership through line management. As part of our commitment to eradicating modern slavery, we recognise the importance of raising awareness among all employees and stakeholders.

## Control Measures

We aim to combat and disrupt the secretive nature of this criminal behaviour and breaches of human rights by:

- **Zero-tolerance and awareness:** We communicate our zero-tolerance stance, and raise awareness among all our employees, partners, and suppliers.
- **Sharing policy:** We share this policy with all members of our supply chain and require them to adhere to its principles.
- **Compliance:** We familiarise ourselves with and strictly adhere to the Modern Slavery Act 2015
- **Vigilance and reporting:** We remain vigilant and report and encourage all those concerned to report any potential instances of modern slavery or human trafficking, whether within our own operations or our supply chain.
- **Procurement standards:** We follow our procurement standards and carry out due diligence on all suppliers and subcontractors to ensure compliance with relevant legislation.
- **Right to work:** We verify that all internal employees are eligible to work in the UK and check their 'right to work' documents to validate these claims.
- **Minimum wage:** We ensure that all employees are paid at least the national minimum wage.
- **Employee training:** We provide training to all employees to raise awareness of modern slavery, human trafficking and the process for reporting potential instances of these issues.
- **Reporting breaches:** We require all employees to report any known breaches or suspicions of a breach of this policy to management personnel.
- **Swift action and sanctions:** We take swift and decisive action in response to reports, suspicions, or any other indications of modern slavery or human trafficking. We may impose sanctions on members of our supply chain as deemed necessary by the company in response to any non-compliance by our suppliers.

We work diligently to ensure that our supply chain partners share the same commitment, priorities and compliance. As a company and as individuals we respect the rights and well-being of all, we do not and we will not tolerate any form of these practices within our business or supply chain.



James Murphy

**Managing Director**

For and on behalf of HLH Rapid Limited