

Staff Handbook Policy Extract

ASP Anti-Slavery and Human Trafficking Policy

ASP 1 Policy Statement

ASP 1.1 This policy applies to all persons working for us or on our behalf, including employees at all levels, directors, officers, volunteers, agency workers, seconded workers, agents, contractors and suppliers.

ASP 1.2 Sliders(UK) Ltd. strictly prohibits the use of modern slavery and human trafficking in all our operations and business interactions. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

ASP 2 Modern Slavery and Human Trafficking

ASP 2.1 Modern slavery is a term covering slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is the practice of illegally transporting people from one country or area to another, usually for the purposes of forced labour or commercial sexual exploitation. Modern slavery and Human Trafficking are crimes and violations of fundamental human rights.

ASP 3.0 Commitments

ASP 3.1 We as a company expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against Modern Slavery and Human Trafficking:

- The zero-tolerance approach to modern slavery and human trafficking in our organisation and our supply chains.
- The prevention, detection and reporting of modern slavery and human trafficking in any part of our organisation or supply chain which is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We as a company engage with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- We as a company take a risk-based approach to our contracting processes and ensure these are kept under review. We assess whether the circumstances require the use of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Using our risk based approach, we will also assess the

benefits of writing to suppliers requiring them to comply with our policies which sets out the minimum standards required to combat modern slavery and trafficking.

- Consistent with our risk-based approach we may require:
 - employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our policies.
 - Suppliers engaging workers through a third party to obtain their agreement to comply with our policies.
- As part of due diligence and ongoing risk assessment, we will consider whether we are required to carrying out audits of suppliers to ensure their compliance with our policies.
- If during this due diligence we discover that other individuals or organisations working on our behalf have breached this policy, appropriate action will be taken. This could be remediating the breach or discussing whether the impact is high enough to warrant the termination of the relationship.