

OUR

# MODERN SLAVERY

STATEMENT

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One of our fundamental beliefs is that everyone has the right to work in a respectful and professional environment, which is free from any abusive or unprofessional conduct.

Our commitment extends beyond our own organisation; in terms of working with our suppliers, to ensure our supply chain organisations also ensure a fair and respectful workplace for all.

Our Operating Board have considered the risk of modern slavery across all areas of our business, and have determined the risk to be low.

Our largest resource is our colleagues. We check that all of our colleagues have the right to work in this country. We also ensure that our pay rates are at or above the relevant National Minimum Wage and/or Living Wage.

In addition, we expect a commitment to these principles from all of the organisations that we work with, and we will not support or do any business knowingly with any organisation involved in any form of Modern Slavery.

**November 2022**

**Authorised by: HR Director**