

ANTI SLAVERY AND HUMAN TRAFFICKING

POLICY STATEMENT

Modern Slavery is a crime and a violation of fundamental human rights. The Group strictly prohibits the use of any individual contractor or supplier company engaged or involved in enforced slavery, servitude, forced or compulsory labour and human trafficking ('Modern Slavery'). The Group is committed to implementing risk based systems and controls that ensure modern slavery does not occur anywhere within our Company or in any of our supply chains. We expect our suppliers to in turn hold their own suppliers to the same exacting standards.

It is our Policy that;

- statutory and regulatory obligations to prevent Modern Slavery are met in full and are applied as a minimum standard across the Group
- the prevention, detection and reporting of Modern Slavery in any part of our organisation or supply chain is the responsibility of all Group Personnel, who will not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this Policy
- the Group is committed to engaging with its stakeholders and suppliers to address the risk of Modern Slavery in its operations and supply chain
- we will take a risk based approach on the inclusion of specific prohibitions against the use of Modern Slavery and trafficked labour in contract clauses with third parties, up to and including securing a contractual right to audit suppliers for their compliance where such action is deemed necessary.
- our zero-tolerance culture regarding Modern Slavery will result in the termination of suppliers or Group Personnel found to be engaging in such activity; and
- we will maintain a risk based anti-slavery and human trafficking programme (the "Programme") based upon the laws, regulations and regulatory guidance from the jurisdictions in which we operate. The objective of the Programme is to ensure risks associated with slavery and human trafficking are identified and appropriately mitigated. The Programme is applied to the Group's worldwide activities.