Modern Day Slavery Policy Statement

The Company recognises that The Company has a responsibility regarding slavery and human trafficking. The aim of The Company is to identify our responsibility by alerting staff to the risks, however small, in our business and our supply chain. Staff are expected and encouraged to report concerns to senior management.

We are committed to ensuring that there is no modern-day slavery or human trafficking in our business operations and supply chains. This policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

All personnel engaged with The Company are treated with respect and are remunerated fairly with the terms agreed when engaged by The Company. We also operate an approved supplier register with all suppliers being sent a questionnaire and requesting relevant company information to ensure they conduct their business operations in line with this policy.

The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways (but not limited to):

- More stringent vetting and investigation of our supply chain;
- Continually audit & review our practices for checking all employees are paid at least the minimum wage and have the right to work;
- We encourage the reporting of concerns and the protection of personnel coming forward with information;
- The Company will not knowingly support or deal with any business involved in slavery or human trafficking;
- We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

  All personnel will be briefed on this policy and made aware of the whistleblowing policy.

** This policy will be reviewed on an annual basis and any amendments communicated to the relevant personnel.*

Eimear Tams

Managing Director

Signature: **Date: Jan 2024**