

1 Statement

Haydn Evans (HE) is committed to ethical and human rights principles. HE conducts ongoing due diligence of its supply chain to help combat slavery and human trafficking.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business relationships.

HE is committed to ensuring that there is no modern slavery or human trafficking in any part of our business. HE only works with suppliers who are equally taking active steps to combat modern slavery in their own supply chains. This Policy reflects HE's commitment to acting ethically and with integrity in all business relationships.

HE is committed to ensuring that there is transparency in the business and in the approach to tackling modern slavery consistent with disclosure obligations under the Modern Slavery Act 2015. HE expects the same standards from all contractors, suppliers, and other business partners. As part of HE's contracting processes, specific prohibitions are included against the use of forced, compulsory or trafficked labour and anyone held in slavery or servitude, whether an adult or child. HE subsequently expects that suppliers will hold their own suppliers to the same level of accountability.

This policy applies to all persons working for HE or on its behalf in any capacity including employees at all levels, directors, officers, agency workers, agents, contractors, external consultants, third-party representatives, and business partners.

2 Due Diligence and Communication

The Directors and operational manager have overall responsibility for ensuring this Policy complies with our legal and ethical obligations, and that all those employees comply with it.

The Directors and operational manager have day to day responsibility for implementing this Policy, monitoring its effectiveness, dealing with any related queries, and auditing internal control systems/procedures to ensure they are effective in countering modern slavery.

HE's business will not forge commercial relationships with any business knowingly involved with slavery or human trafficking.

3 Reporting Suspected Modern Slavery

Employees are expected to formally report any suspected modern slavery activity. Police guidance on how to do this is reproduced below.

3.1 Signs

Modern slavery could be happening in your community so it's important you know the signs that could indicate someone is a victim of this crime. The signs aren't always obvious but there are some that you may notice regarding people:

- Do they look scruffy, malnourished, or injured?
- Are they acting anxious, afraid, or unable to make eye contact?
- Are they doing long hours, wearing unsuitable clothing or have the wrong equipment for the job?
- Is where they are living overcrowded, poorly maintained or are the curtains always closed?
- Do they behave like they're being instructed by someone else, picked up/dropped off at the same time and place every day or don't have access to money or identification?

3.2 Report it

Communities have an important role to play in recognising abuse. If you recognise any of the above signs and suspect someone may be a victim of modern slavery, tell someone. You will always be taken seriously and protection and support is available.

To report a suspicion or seek advice you can contact the Modern Slavery Helpline confidentially on 08000 121 700. This is open 24 hours a day, 365 days a year.

You can also report it online or call 101 at any time to report an incident. If you're deaf or hard of hearing, use our textphone service on 18001 101.

Should you wish to remain anonymous, you can contact 'Crimestoppers' on 0800 555 111.

Always call 999 if there is a crime in action or immediate threat to life. If you're deaf or hard of hearing, use the textphone service 18000 or text on 999 if pre-registered with the 'emergency SMS' service.

Signed



Jonathan Hudson, Director

01 March 2022