

## Anti-Slavery Policy

At Elliem Ltd, we are committed to operating our business in an ethical and responsible manner. We recognize that slavery, human trafficking, and forced labour are grave violations of human rights and fundamental principles. As such, we have developed this Anti-Slavery Policy to outline our commitment to combating slavery and human trafficking in all its forms and to set forth our expectations for our employees, suppliers, and business partners.

Elliem Ltd strictly prohibits any form of slavery, human trafficking, or forced labour within our organization, supply chains, or any business activities associated with us. We are committed to ensuring that our business and supply chains are free from such unethical practices. We expect all employees, suppliers, and business partners to adhere to the principles outlined in this policy.

We will comply with all applicable laws and regulations concerning slavery, human trafficking, and forced labour. We will stay updated on relevant legislation and best practices and adapt our policies accordingly.

We will take proactive measures to identify and assess potential risks of slavery, human trafficking, and forced labour within our supply chains and business partnerships. We will engage with our suppliers and business partners to ensure their compliance with this policy.

We reserve the right to conduct due diligence on all suppliers to assess their commitment to eliminating slavery, human trafficking, and forced labour. This may include requesting suppliers to provide information about their policies, procedures, and practices relating to slavery and human trafficking.

We will regularly review our supply chains and business activities to identify and assess the risks of slavery, human trafficking, and forced labour. Where risks are identified, appropriate mitigation measures will be implemented to address and eliminate these risks.

We will provide adequate training and resources to our employees to raise awareness about the risks and signs of slavery, human trafficking, and forced labour. Employees will be encouraged to report any concerns or suspicions they may have regarding such practices.

We encourage employees, suppliers, and other stakeholders to report any suspected cases of slavery, human trafficking, or forced labour. We will ensure that appropriate channels are in place to facilitate the reporting of such concerns, and any reports will be handled confidentially and investigated promptly.

This Anti-Slavery Policy will be reviewed periodically to ensure its effectiveness and relevance. Elliem Ltd is committed to continuously improving our practices and procedures to combat slavery and human trafficking.

Jennie Clark  
Managing Director

Last review and update July 2023