

Flow Management Solutions Ltd Modern slavery Policy

This statement outlines Flow Management Solutions Ltd commitment to upholding ethical business practices and combating modern slavery and human trafficking in our operations and supply chains. We are committed to ensuring that all business activities are conducted with integrity and respect for human rights.

Our Values

Flow Management Solutions Ltd values:

- Ethical conduct: Conducting all business activities with integrity and respect for human rights.
- Transparency: Being open and transparent about our approach to modern slavery and human trafficking.
- Collaboration: Working with our suppliers and other stakeholders to address the risks of modern slavery.

Modern Slavery and Human Trafficking

Modern slavery encompasses a range of exploitative practices, including:

- Forced labour: Situations where individuals are coerced or deceived into working against their will.
- Human trafficking: The recruitment, transportation, or harbouring of persons for forced labour or exploitation.
- Debt bondage: Individuals who are trapped in a cycle of debt and forced to work to repay it.
- Child labour: The employment of children under the minimum legal age.

Due Diligence

Flow Management Solutions Ltd is committed to conducting due diligence to identify and mitigate the risks of modern slavery in our operations and supply chains. This includes:

- Supplier assessment: Conducting risk assessments of our suppliers to identify potential risks of modern slavery.
- Supplier engagement: Communicating our expectations regarding modern slavery to our suppliers and engaging them in discussions on how to address these risks.
- Training: Providing training to our employees on modern slavery and human trafficking awareness.
- Monitoring and auditing: Conducting regular monitoring and audits of our supply chains to ensure compliance with our policies.
- Remediation: Taking appropriate action to address any identified instances of modern slavery or human trafficking within our supply chains.

Reporting

We will report on all suspects of modern slavery and human trafficking through to the police along with detailed statements without delay.

Signed.....*JWatts*..... Jason Watts (Director) Date.....21/12/2024.....

Signed.....*LGriffiths*..... Lee Griffiths (Director) Date.....21/12/2024.....



Review Date 21th December 2024

reviewed on 21st December 2024 Next review **20th December 2025**

I agree that I have read and understood the Flow Management Solutions Limited Data Protection and Security Policy

Name	Date

