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## **ANTI-SLAVERY POLICY**

### **What this policy covers**

This policy sets out the Company's position with regards to slavery, servitude and forced labour.

This policy applies to all persons working for or on behalf of First Fix Formwork Ltd.

This policy does not form part of any employee's employment contract, and may be amended at any time.

### **What is slavery, servitude and forced labour?**

Modern slavery, servitude and forced labour is a crime and a violation of fundamental human rights.

#### **Definition of Slavery**

Slavery is the act in which a person is owned by another. A slave is considered property and is deprived of human rights.

#### **Definition of Servitude**

Servitude is where a person is working and living on a property in which you cannot leave. Unlike slavery this person is not owned by another.

#### **Definition of Forced Labour**

Forced labour is where someone is coerced to work with the threat of violence or intimidation, or by more subtle means as manipulation.

#### **Human Trafficking**

Human trafficking is used within slavery to transport or coerce people in order to benefit from their work or service. All of which are the deprivation of a person's liberty by another, to exploit them for personal or commercial gain.

The Company has a zero-tolerance approach to modern slavery and are committed to acting ethically, enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within the Company. The Company are committed to ensuring transparency in the business and the approach to tackling modern slavery, is consistent with the disclosure obligations under the **Modern Slavery Act 2015**. The Company expects the same high standards from all contractors, suppliers, and other business partners. The Company's contracting processes, include specific prohibitions against the use of the above, this includes but is not limited to adult and child slavery. The Company endeavours to only work with suppliers that have the same high standards.

#### **How to raise a concern**

If an instance of Modern slavery, servitude and forced labour is suspected in relation to the Company, the employee is encouraged to raise their concerns as soon as possible.

If they are uncertain whether a specific action or behaviour can be considered Modern slavery, servitude and forced labour, they should speak to the Management Team.

#### **Employee Responsibilities**

All employees, must ensure they read, understand, and comply with the information contained



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within this policy and with any training or other anti-slavery information given.

All employees are equally responsible for preventing, detecting, and reporting Modern slavery, servitude and forced labour.

They are required to avoid any activities that could lead to, or imply, a breach of this Anti-Slavery policy.

If an employee has reason to believe or suspect that an instance of Modern slavery, servitude and forced labour has occurred or will occur in the future that breaches this policy, they must notify the Management Team.

Any breach of the policy may be treated as gross misconduct and may result in your dismissal without notice.