

MODERN DAY SLAVERY POLICY STATEMENT

Policy Statement

Modern slavery is a crime and a gross 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 in order to exploit them for personal or commercial gain.

Aanco (UK) Limited has a zero-tolerance approach to modern slavery and we are committed to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, suppliers or any other people or bodies associated with the business.

Responsibility for the Policy

The Board of Directors has overall responsibility for ensuring this policy complies with our legal obligations, and that all those under our control comply with it.

The Company Directors and Senior Management shall take responsibility for actively driving compliance from all its stakeholders within its business. In doing so the Directors and Senior management shall ensure that all workers within the organisation are aware of this policy and its objectives and shall be provided with adequate resources (training, etc.) and relevant investment to ensure that slavery and human trafficking is not taking place within the organisation or within its supply chains.

This policy and access to the Modern Slavery Act 2015 will be accessible to all employees electronically and can be obtained via this link:

<https://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>

Compliance with the Policy

All persons working for Aanco (UK) Limited must ensure that they read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. All persons working for Aanco (UK) Limited are required to avoid any activity that might lead to, or suggest, a breach of this policy.

All persons working for Aanco (UK) Limited are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier at the earliest possible stage, by reporting it in accordance with our Whistleblowing Policy

Communication and Awareness of this Policy

Aanco (UK) Limited shall ensure that all workers within the organisation are aware of this policy and its objectives and provide training where appropriate.

Aanco (UK) Limited employees are required to communicate our zero tolerance approach to modern slavery to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforce our approach as appropriate thereafter.

Breaches of the Policy

Any breach of this policy will generally be treated as gross misconduct and may result in dismissal without notice.

We may terminate our relationship with individuals and organisations working on our behalf if they do not comply with this policy.

Approval

Approved and signed off on behalf of the Board of Directors

Bradley Gaunt
Managing Director
May 2023