

PO.11 (08) MODERN SLAVERY POLICY

We are committed to improving our practices to combat slavery and human trafficking.

Our business

Our business has several sites throughout Scotland as well as our Head Office in Glasgow and Regional Offices in Inverness, Dundee and Newcastle.

Our supply chains

Our supply chains include, Sub-contractors and Suppliers.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and sub-contractors comply with our ethics we ask them to confirm this when we engage their services.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff during our Induction process.

Our effectiveness in combating slavery and human trafficking

We use key performance indicators (KPIs) to measure how effective we have been and to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- We provide adequate training for all Line Leaders
- We require our suppliers and partners to be bound by obligations to comply with all applicable laws

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015