

Modern Slavery Policy

The UK Government enacted the Modern Slavery Act 2015 (the **Act**) in order to better tackle the crimes of modern slavery and human trafficking, in all their forms. As well as consolidating the criminal offences relating to modern slavery and human trafficking.

The Act also introduced a requirement for each business to publish an annual statement setting out the steps taken by the business to ensure that modern slavery and human trafficking are not taking place in the business or supply chains.

As our business has a turnover of less than £36 million, we do not have a legal obligation to produce a modern slavery statement. However:

- (a) We agree that exploitation within supply chains ending in the UK is a blight on our society, and we are committed to playing our part in eliminating exploitation:
- (b) We understand that customers with obligations under the Modern Slavery Act 2015 cannot comply with those duties without our cooperation.

1. Our business and policy on modern slavery and human trafficking

- 1.1 The GMP Group operate ethically and develop a culture of best practice in operational management, customer responsiveness as well as ensuring that our approach to health and safety is consistent in all of our operations.
- 1.2 We refuse to tolerate modern slavery & human trafficking occurring anywhere in our supply chains. We are committed to:
 - (a) only working with suppliers and other business partners who adopt the same ethical standards as we adopt in our business.
 - (b) promoting best practice in our procurement processes with the aim of eliminating the risk of modern slavery & human trafficking occurring in our supply chains.
 - (c) ensuring that our customers can be confident that the products that they purchase from us are free of the taint of modern slavery & human trafficking.
 - (d) ensuring that our HR and Procurement teams have an awareness of the Act, and understand their role in supporting our policy on supply chain transparency; and
 - (e) understanding the heightened risks that may occur in some territories and in relation to some supplies and tailoring our approach accordingly.

2. What this policy means for you

- 2.1 We require all our staff, suppliers, contractors, agents and all other individuals and businesses with whom we work, to comply with this policy and our approach to modern slavery and human trafficking.
- 2.2 We require all relevant individuals:
 - (a) to read and ensure they understand this policy.
 - (b) to report any behaviour which they believe may breach this policy to an appropriate manager.
 - (c) to communicate our policy to all relevant colleagues and business partners whenever appropriate; and

(d) to ensure they carry out their roles in a way which enables the GMP Group to comply with this policy.

2.3 We require businesses with whom we work:

(a) to adopt policies and procedures within their own businesses to enable them (and their employees) to comply with this policy.

(b) to ensure that their staff hiring practices (including for the hiring of temporary staff via agencies and similar providers) are designed to establish that all workers are giving their labour of their own volition and are not being controlled by others to any extent.

(c) to adopt policies and procedures in relation to the selection and management of their own suppliers which aim to identify and manage the risks of modern slavery and human trafficking.

(d) to maintain records to enable them to provide us with the information we need to publish

an annual supply chain transparency statement if required; and

(e) to monitor the success of the policies and procedures described above, in order to constantly raise standards.

We encourage all employees to report on any matters relating to slavery or human trafficking in our supply chains of which they become aware.

Revision History

Version No	Reason	Revision Date
1	First Edition	04-Jan-2022
2	Combined to group	16-May-2023
3	Update to brand guidelines and registered logo header.	23-Apr-2024

Approvals

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