

## PO4 - Slavery & Human Trafficking Policy Statement

### **Overview**

Hidden labour exploitation is exploitation of job applicants or workers by third party individuals or gangs other than the employer or labour provider including rogue individuals working within these businesses but without the knowledge of management. It includes forced labour and human trafficking for labour exploitation; payment for work-finding services and work-related exploitation such as forced use of accommodation. It is understood that it is often well hidden by the perpetrators with victims, if they perceive themselves as such, reluctant to come forward.

The Modern Slavery Act 2015 requires companies that meet a turnover specified by the government to produce an annual Slavery & Human Trafficking statement. The statement is required to outline the steps the company is taking to ensure there is no Modern Slavery within their own Company or their supply chain. Irrespective of this turnover amount, Forbes Technologies have adopted an Anti-Slavery & Human Trafficking Policy to show solidarity against modern slavery.

### **Policy Commitments**

The Forbes Group have a zero-tolerance policy in relation to slavery and human trafficking. We are committed to acting in an ethical manner, with integrity and transparency in all business dealings and 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, directors, external consultants and sub-contractors.

If you supply goods or services to Forbes, you agree to do so in compliance with the Modern Slavery Act 2015, and you shall ensure your supply chain complies therewith.

### **Coverage**

This policy relates to both Forbes sites.

### **Responsibilities**

Melvyn Jupp, Managing Director - Head Office - Crimplesham

Kevin Johnston, Operations Director - Kelso Site

This Policy is reviewed annually.

Melvyn Jupp



Managing Director

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