

## AMDALÉ LIMITED

### ANTI-SLAVERY POLICY

Modern day slavery is a crime and a violation of fundamental human rights. It can take various forms including but not limited to:

- Slavery
- Servitude
- Forced & Compulsory Labour
- Human Trafficking

All having in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

Amdale Ltd has a zero-tolerance approach to modern slavery and are committed to operating with integrity and acting ethically in all business dealings and relationships, whilst implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within the business or supply chain.

Amdale Ltd is committed to ensuring there is transparency within the business and approach to tackling modern slavery throughout its supply chains, consistent with disclosure obligations under the *Modern Slavery Act 2015*.

Amdale Ltd expects the same high standards from all its contractors & suppliers and as part of this compulsory processes, includes specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. It is expected that all suppliers to Amdale hold their own supply chain to the same high standard.

This policy applies to all persons working for Amdale Ltd or on behalf in any capacity, including employees at all levels:

- Directors
- Agency Workers
- Contractors
- External Consultants

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

The prevention, detection and reporting of modern slavery in any part of the business or its supply chains is the responsibility of all those working for Amdale Ltd or under its control. It is expected that all reasonable precautions will be in place to avoid any activity that might lead to or suggest a breach of this policy.

A director or general manager must be notified as soon as possible if it is believed or suspected that a conflict with this policy has occurred or may occur in the future. Any concerns raised within any part of the business or supply chain must be reported at the earliest possible stage.

In the case that a policy breach has occurred or is suspected this must be reported in line with the businesses' whistle blowing policy as soon as possible. If unsure regarding any breach of policy, it should be brought to the attention the director or line manager.

Amdale Ltd encourages openness and support to any genuine concerns raised in good faith in line with this policy, even if the person happens to be mistaken. Amdale Ltd is committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith a suspicion of slavery regardless of which form this may be occurring.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

Amdale Ltd may terminate any relationship with individuals or organisations working on our behalf if they breach this policy.