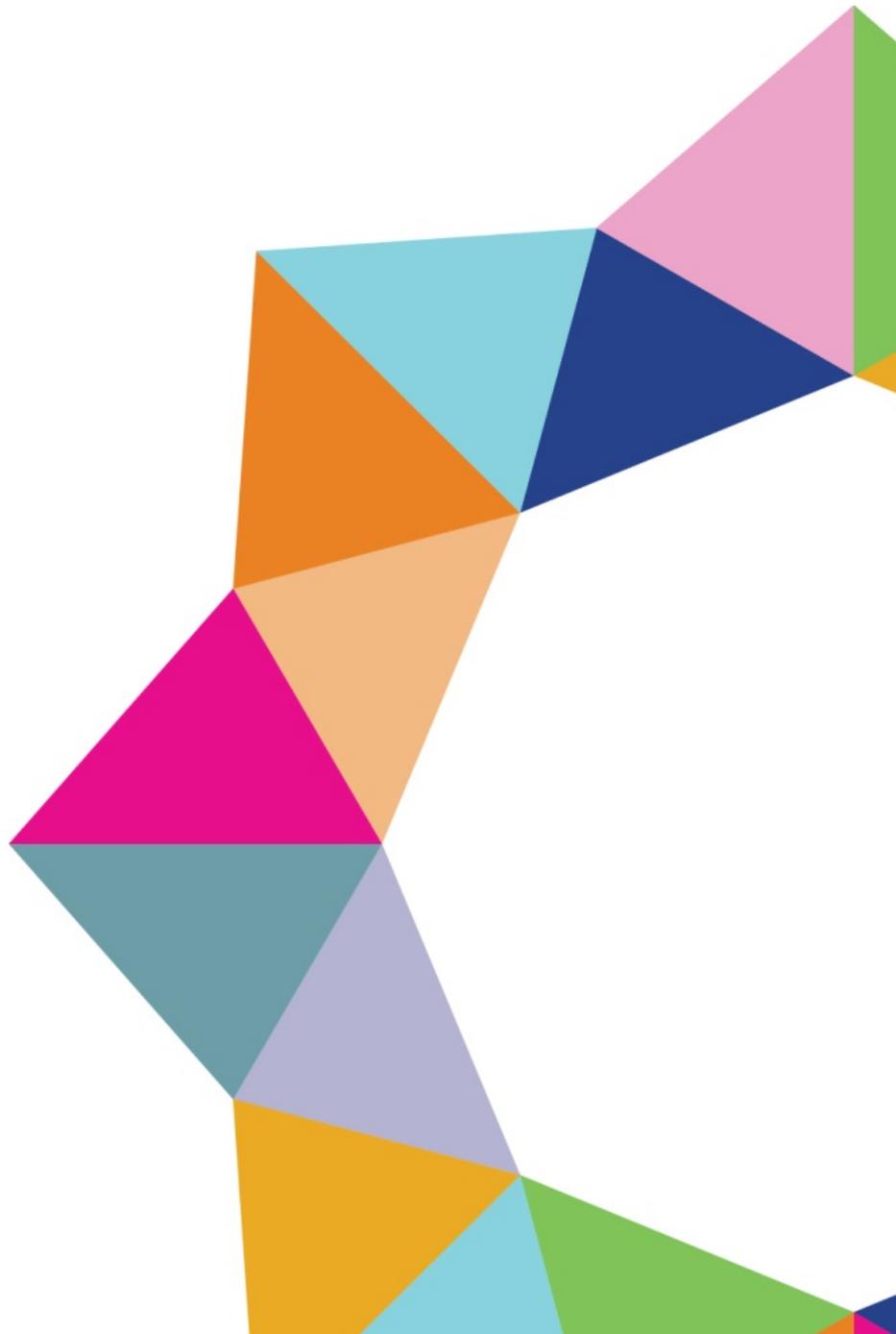


Anti-Slavery Policy Statement



Anti-Slavery Policy Statement

“calfordseaden LLP has zero tolerance to slavery and human trafficking and is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business”

calfordseaden LLP is a limited liability partnership offering multi-disciplinary consultancy services. It is our approach to comply with all laws and regulations relevant to our business.

calfordseaden LLP is committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure (amongst our other priorities) that slavery and human trafficking is not taking place anywhere in our business or related supply chains.

Modern slavery is criminal activity and a violation of human rights. The deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain is unacceptable. For these reasons, slavery and human trafficking is a matter of zero tolerance at calfordseaden LLP.

Due diligence and implementation processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk (including in relation to that of human trafficking and slavery) we operate a range of policies and procedures appropriate to the different companies within calfordseaden. These include the policies and procedures in the following areas:

- Third party provider and outsourcing;
- Whistleblowing; and
- Anti-money laundering, bribery and financial crime.

calfordseaden also articulates a series of employee rights and benefits available to employees in the employee handbooks and individual contracts of employment for each member of staff.

This Policy applies to all members, employees, agents and consultants. Any reported breach of this Policy will be investigated and may lead to disciplinary action which subsequently could result in employee dismissal.

Responsibility for reporting incidents of slavery

The detection and reporting of slavery is the responsibility of all employees. Any concerns should be raised about any issue or suspicion of modern slavery in any part of calfordseaden’s business or supply chain at the earliest possible stage. Suitable channels of communication by which any suspicion of slavery can be reported confidentially are detailed in our Whistleblowing Procedure, which can be found on the company intranet.



Paul Miller FRICS

Managing Partner/Director

On behalf of

calfordseaden LLP

Calford Seaden (Health and Safety) Limited

Knoll Rise Services Limited