MODERN SLAVERY & LABOUR POLICY

AMI-CON Supplies Limited is committed to ensure that the acts of modern-day slavery and human trafficking, forced and child labour are not permissible within the business and its supply chain. The Company acknowledges its responsibility to the Modern Slavery Act (2015), International Labour Organization (ILO) Forced Labour Convention, 1930 (No.29), United Nations (UN) Palermo Protocol of 2000 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These as well as the suppliers of services make up the supply chain within AMI-CON Supplies Limited.

As part of the Company's due diligence processes into modern-day slavery and human trafficking, forced and child labour, the supplier approval process incorporates a review of the controls undertaken by its suppliers. Imported goods from sources from outside the UK and EU are potentially more at risk from modern-day slavery and human trafficking, forced and child labour issues. The level of management control required for these sources will be continually monitored.

The Company will not support or deal with any business knowingly involved in modern-day slavery and human trafficking, forced and child labour issues. The Company Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation or its supply chains.

A full copy of this policy and relevant acts will be accessible to all employees electronically and can be obtained from the HR department upon request.

The companies position with regards to the relevant acts is controlled and outlined within our Supplier Code of Conduct (SCOC) document CD140, available upon request.

Purchasing Manager

Operations Director

This policy statement is reviewed annually

Definitions:

Forced labour: *Forced labour, in accordance with the International Labour Organization (ILO) Forced Labour Convention, 1930 (No.29), is all work and service which is exacted from any person under the menace of any penalty and for which the said person has not offered herself or himself voluntarily. As defined by the ILO, forced labour is an umbrella term that includes slavery, slave-like practices, various forms of debt bondage, human trafficking – also called modern slavery – and other practices.*

Human trafficking: *Human trafficking, in accordance with the United Nations (UN) Palermo Protocol of 2000, is the recruitment, transportation, transfer, harbouring, or receipt of persons by improper means (such as force, abduction, fraud, or coercion) for the purpose of exploitation. Exploitation can include sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs. As defined by the UN, human trafficking is an umbrella term covering different forms. The International Labour Organization (ILO) also calls human trafficking "modern slavery" when done for the purposes of forced labour.*

Modern slavery: *Modern slavery, in accordance with Guidance issued by the UK Home Office (Modern Slavery Act (2015)), is a term that encapsulates slavery, servitude and forced or compulsory labour; and human trafficking. The UK Home Office uses a different definition of human trafficking than the one used in this template. The International Labour Organization (ILO) calls human trafficking "modern slavery" when done for the purposes of forced labour.*

Child labour: *Child is defined as a person below the age of 18. Child labour, in accordance with the definition used by the International Labour Organization, is work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It falls under three categories: (1) The unconditional worst forms of child labour, which are internationally defined as slavery, trafficking, debt bondage and other forms of forced labour, forced recruitment of children for use in armed conflict, prostitution and pornography, and illicit activities. (2) Labor performed by a child who is under the minimum age specified for that kind of work (as defined by national legislation, in accordance with accepted international standards), and that is thus likely to impede the child's education and full development. (3) Labor that jeopardizes the physical, mental or moral well-being of a child, either because of its nature or because of the conditions in which it is carried out, known as "hazardous work".*

Revision History

Clause	Revision Detail	Change Date	By Whom
ALL	Inclusion of our stance on Child and Forced labour	14/11/2024	Joshua Eagles