

## Statement regarding Modern Slavery

Dear Customer,

The Modern Slavery Act 2015 requires commercial organisations with an annual turnover of £36 million or more to publish an annual modern slavery statement. As our turnover is currently below this threshold, we are not legally required to produce a formal statement.

However, we are committed to operating ethically and responsibly and recognise the importance of preventing modern slavery, forced labour, human trafficking, and exploitation in all aspects of our business. We are pleased to confirm that we have measures in place to support these commitments.

As a company, we:

- Verify that all employees, including temporary, seasonal, and permanent staff, have the legal right to work in the UK.
- Pay all employees at least the applicable National Minimum Wage or National Living Wage.
- Do not use zero-hours contracts.
- Ensure employees are not required to work excessive hours and comply with applicable working time legislation.
- Carry out risk assessments and provide regular health and safety training to maintain a safe working environment.
- Provide all employees with an up-to-date Company Handbook outlining our policies, procedures, and expectations.
- Provide all employees with an up-to-date Health and Safety Handbook.
- We remain committed to treating all employees fairly and with respect, and to maintaining high standards of ethical conduct throughout our business operations.

Please do not hesitate to contact us should you require any further information.

Yours sincerely,



Samantha Deverell

Managing Director

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