



Anti-slavery and Human Trafficking Policy

GEWS recognises that modern slavery is a crime and a violation of fundamental human rights. It can include slavery, servitude, forced and compulsory labour and human trafficking, which deprives an individual's freedom and rights in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

In order to implement this Policy we shall ensure transparency in our own business and in our approach to tackling modern slavery through our supply chain.

We will expect the same high standards of all of our contractors, suppliers and other business partners with regards to modern slavery preventing the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, and we expect that our suppliers will hold their own suppliers to the same high standards. We will ensure that relevant questions are asked and checks made when entering into new, or extending existing, procurement contracts

Employees are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains at the earliest possible stage in accordance with our Whistleblowing Policy.

This policy applies to all persons working for us or on our behalf. Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy. This policy will be made available to interested parties on request.

SIGNED: Gwil Thomas

POSITION: Director of Compliance, Regulation, Health & Safety

DATE: 10 January 2022

DOCUMENT NO.	AUTHORISED BY	PAGE	DATE	ISSUE
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