



Modern Slavery & Human Trafficking Policy

Background

The Modern Slavery Act 2015 requires all business entities that carry on a business, or part of a business, in any part of the United Kingdom to prepare and publish a slavery and human trafficking statement. Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Commitments

We have a zero-tolerance approach to modern slavery and human trafficking within our organisation. All persons working for us or on our behalf in any capacity, including employees at all levels, directors and suppliers must support and uphold the following measures to safeguard against modern slavery and human trafficking:

- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Employees must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our suppliers to ensure that the risk of modern slavery is mitigated within our operations and supply chain. In order to comply with this, we may require recruitment agencies supplying workers to our organisation to confirm their compliance with our Code of Conduct.
- If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take appropriate action, this may include terminating such relationships.

Reporting

Should anyone suspect a breach of the above policy, it must be immediately reported to the HR department at hr@fccparagon.com.