



ANTI- MODERN SLAVERY POLICY

The Modern Slavery Act 2015 introduced the offences of 'slavery, servitude and forced or compulsory labour and human trafficking'.

Richard Western Ltd is committed to acting ethically and with integrity in all its business dealings and relationships with interested parties and to safeguard against any form of modern slavery taking place within the business or its suppliers where practicable.

This Policy is the concern of all employees, including temporary and part time employees, as well as clients, sub-contractors, suppliers, agency workers and all other interested parties.

In line with this Policy Richard Western Ltd will:

- Set out a zero-tolerance stance on all forms of modern slavery.
- Assist in the prevention of opportunities for modern slavery to occur within the business or its supply chain.

The overall responsibility for the implementation of this Policy lies with the Managing Director, through effective communication and training, but it is the responsibility of all employees to apply vigilance in detecting, reporting, and preventing modern slavery in any part of the Company's business or supply chain.

Breaches of this Policy by employees, contractors, agents or other third parties working on the Company's behalf may result in termination of employment or contract.

The Company will not knowingly support or deal with any business involved in slavery or human trafficking.

If an employee has genuine concerns regarding suspected exploitation, which could amount to modern slavery within the Company or its supply chain, they should in the first instance approach their line manager or a Director who will investigate the matter further.

All disclosures will be dealt seriously and investigated appropriately in strict confidence.

Angus Western

Managing Director

Date last updated: 15/04/2021