

# FAIRTRADEVENDING

## MODERN SLAVERY & HUMAN TRAFFICKING POLICY STATEMENT

Following the introduction of the Modern Slavery Act 2015, Fairtrade Vending Limited fully supports the aims of the Act and is committed to tackling slavery and human trafficking where it can. The company is committed to understanding all potential modern slavery risks relating to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

This statement is made pursuant to section 54(6) of the Act and relates to actions and activities during the financial year ending 31<sup>st</sup> December 2023.

### Our Approach

Fairtrade Vending Limited has zero tolerance of slavery and human trafficking in all its different forms. This approach reflects our commitment to act ethically and responsibly in all its business relationships and to ensure that slavery and human trafficking are not present in any part of its business or in its supply chains.

Fairtrade Vending Limited recognise that modern slavery and human trafficking is a violation of fundamental human rights and is contrary to the Modern Slavery Act 2015 (the "Act").

Fairtrade Vending Limited 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.

Fairtrade Vending Limited will take steps to ensure that modern slavery and human trafficking are not taking place in its own business, or within any of its supply chain. This will be achieved by ensuring that:

- All recruitment is conducted in a fair and transparent manner and will comply with relevant legislation and standards.
- The requirements and expectations made of the supply chain in relation to the Act will be clearly communicated and included within any contractual terms issued to them.
- Suppliers will be expected to comply with the Immigration, Asylum and Nationality Act 2006, and must comply and act in accordance with this Policy.
- The Fairtrade Vending Limited will take a partnership approach with regards to collaborating with its suppliers to combat the threat of modern slavery and human trafficking across its sectors and all the industries in which it operates.
- Fairtrade Vending Limited will train appropriate staff to understand the risks and issues surrounding modern slavery and human trafficking, how to identify it and appropriate measures to prevent it.

This policy applies to all persons working for us, or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners.

The Managing Director has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

Line managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

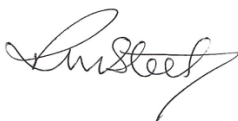
Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular update training will be provided, as necessary.

Our zero-tolerance approach to modern slavery must be made available and where necessary communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Every Fairtrade Vending Limited employee has an individual responsibility to ensure compliance with this Policy, including being alert to the risk of such unlawful practices. We consider a breach of this Policy as a serious offence, and any violation of this Policy, or the Act by an employee will result in disciplinary action, up to and including dismissal in appropriate circumstances. In addition, we will notify the relevant authorities of an individual, or a supplier's contravention of the Act.

The co-operation and involvement of employees at all levels is essential for the effective implementation of this policy. Fairtrade Vending Limited will report on, review, and revise this policy as often as may be appropriate.

Robert Steel

A handwritten signature in black ink, appearing to read 'R Steel', written in a cursive style.

Managing Director

For and behalf of Fairtrade Vending Limited

JAUARY 2025

Next Review Date JANUARY 2026