Process Name	Modern Slavery Policy and Statement
Department	People and Culture
Approved By	Gavin Pooley
Version History	Version 3

Introduction

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015. The statement provides the measure taken by Liquidline Limited to reduce the risks of modern slavery and human trafficking occurring in its business and supply chain.

As part of the food & beverage sector, Liquidline Limited recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

This statement is made by Liquidline Limited in respect of its financial year ending 31st December 2024.

Organisational Structure

This statement covers the activities of Liquidline:

Liquidline is a national operating company that provides beverage solutions to multiple sectors across the country. This includes coffee machines, juice machines, water coolers & vending machines. Liquidline will provide both installation and then ongoing maintenance and servicing for the equipment. We also supply the consumables for the machines.

Our Supply Chain

Liquidline Limited is committed to seeking to ensure that there is no modern slavery or human trafficking in our supply chain or within our business operations.

Our supply chain consists of:

- Coffee beans including the roasting of the coffee beans, and other consumable items offered
- Supply of new coffee machine equipment and vending machines, water coolers and other beverage equipment.
- Indirect goods, services, products and parts purchased from businesses primarily based in the UK.

To further Liquidline Limited's commitment to combat modern slavery and human trafficking we have taken or are in the course of taking the following actions:

- Implementing a supplier Code of Conduct to outline the ethical requirements that our supply chain must adhere to when working with Liquidline Limited (including prohibitions on modern slavery and human trafficking).
- We are developing a risk-based approach to assess the likelihood of the existence of modern slavery within our supply chain.
- In addition, a supplier business review process will be implemented where appropriate for high-risk suppliers to ensure continued compliance.

Our policies

Liquidline Limited is committed to ensuring transparency within the business and within its supply chain to make sure that it is consistent with our obligations under the Modern Slavery Act 2015. Our written policies work alongside our core values (Passionate, Thoughtfulness, Responsiveness, Innovation & Smart-Working), aligning our goals to act ethically and with integrity in all our business and supply chain relationships.

Due Diligence Processes

Liquidline Limited considers that, on the whole, the risk of modern slavery and human trafficking within our business is low, based on our business model combined with our clear policies and values.

Liquidline Limited operates within various sectors supplying beverage equipment, consumables along with servicing of the equipment as well. Our coffee machine manufacturers and coffee bean roasters are fully committed to ensuring that modern slavery is not taking place anywhere within their organisations or in any of their supply chains.

Our efforts are focused primarily on our indirect goods, services, products and parts purchased from businesses primarily based in the UK & EU.

Liquidline Limited comply with all the applicable legal obligations regarding employees, including pay, working hours and general wellbeing of our employees. We operate a Whistleblowing Policy aimed principally at our employees, and also available to others working in our supply chains, which encourages staff to report and raise any concerns regarding human rights violations such as modern slavery to our Head of People and Culture. Any such reports will be fully investigated, and appropriate remedial actions taken.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, Liquidline Limited ensures that, through our induction, training and ongoing communication, all of our colleagues are aware of the company's commitment to tackling labour exploitation.

Resourcing

1. **Agency Use:** We ensure that any agencies we work with have a current Modern Slavery Statement in place.

2. **Right to Work:** All staff are required to present an original right to work documentation on their first day. Copies are taken and retained in line with legal requirements.

3. **National Minimum Wage:** We conduct regular annual pay reviews to ensure compliance with at least the National Minimum Wage, with most roles paid above this threshold.

Responsibility for the Policy

Ultimate responsibility for the prevention of modern slavery rests with the Board of Directors of Liquidline Limited who have approved the content of this statement.

For and behalf of the Board of Directors

Signed GPooley

Name Gavin Pooley

Title MD

Date Jun 27, 2025