

12OZ LIMITED

Modern slavery statement for the financial year 2023

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that 12OZ LIMITED has taken to evaluate and understand potential slavery risks pertaining to the business of 12OZ LIMITED and their respective supply chain.

12OZ LIMITED has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings.

Our business

12OZ LIMITED is a UK trading company responsible for business support service activities. Business Support Services is committed to preventing modern slavery and human trafficking within our operations and supply chain.

Our policies

We recognize that modern slavery is a global issue that requires collective action and vigilance from businesses to combat effectively. We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Code of Business Conduct. This code sets out the way we behave as an organisation and how we expect our employees and suppliers to act.
2. Recruitment Policy. We operate a robust recruitment policy and conduct eligibility evaluations by ensuring applicants are entitled to work in the UK, and to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing Policy. This measure instils a culture whereby all employees know that they can raise concerns about how colleagues are being treated, or in connection with practices within our business or supply chain, without fear of reprisals.
4. Continuous Improvement: We are committed to continuously improving our efforts to combat modern slavery. We regularly review and update our policies, procedures, and practices to ensure they remain effective and aligned with best practices.

Suppliers

We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that a particular organisation is reputable and has never been convicted of offenses relating to modern slavery. We also consider other factors, such as any geographical risk areas and the supplier's performance history.

Training and Awareness

Training and Awareness: We provide training and awareness programs to our employees to help them recognize the signs of modern slavery and understand their role in preventing it. We also encourage open communication channels for reporting any concerns related to modern slavery.

Risk Assessment:

We conduct regular risk assessments to identify and assess potential risks of modern slavery within our operations and supply chain. This includes evaluating geographical locations, industries, and types of labor that may be at higher risk.

Our Commitment:

Business Support Services is dedicated to upholding the highest standards of ethical conduct and integrity. We recognize our responsibility to respect and promote human rights in all aspects of our business operations. By working collaboratively with our employees, suppliers, and stakeholders, we aim to create a business environment that is free from modern slavery and exploitation.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and reflects our commitment to combating modern slavery and human trafficking.

Statement approval

This statement was approved by the Board of Directors on 14 May 2024.

Name: Andrey Petrik

Signature:

A handwritten signature in blue ink, appearing to be 'Andrey Petrik', written over a light blue horizontal line.