

This voluntary statement is made on behalf of Cocuun Limited pursuant to section 54 of the Modern Slavery Act 2015. This statement contains details of the steps that Cocuun Limited takes to ensure that neither slavery nor human trafficking take place in the business or supply chains of Cocuun Limited.

Definition

According to the Modern Slavery Act 2015, the following definitions are encompassed within the term 'modern slavery';

- 'Slavery' is where ownership is exercised over a person
- 'Servitude' involves the obligation to provide services imposed by coercion
- 'Forced or compulsory labour' involves work or service extracted from any person under the menace of a penalty and for which the person has not offered himself voluntarily
- 'Human trafficking' concerns arranging or facilitating the travel of another with a view to exploiting them

Our supply chains

Cocuun's supply chain network supports the production of our business activities and our day-to-day business operations. Cocuun is committed to engaging ethical suppliers that provide high quality products and services. As a minimum, we expect both ourselves and our suppliers to comply with all applicable local laws and regulations providing safe working conditions, treating workers with dignity and respect, acting fairly and ethically and being environmentally responsible where practical.

Policies

Cocuun recognises both the business imperative and moral obligation to carry out its business activities in a socially responsible and environmentally sustainable manner, with due consideration given to human rights. Various policies have been formalised to demonstrate our commitment to this.

Our Sustainable Sourcing Policy sets out the social, ethical and environmental standards that we use internally to make office procurement decisions and also sets out the commitments that Cocuun's suppliers are expected to adhere to. The policy references human rights, fair labour and anti-corruption.

In relation to our employees, Cocuun's aim is to attract and retain professionals who share a commitment to our values. Our employees are hired in accordance with robust and fair recruitment procedures and are expected to adhere to Cocuun's Code of Ethical Business Conduct which reflects our commitment to acting ethically and with integrity in all our business relationships. In the unlikely event that misconduct is uncovered, including concerns around modern slavery, employees are encouraged to report the misconduct to senior management. Additionally, Cocuun's Whistleblowing policy provides guidance to employees on how to raise concerns.

Due Diligence

Where possible Cocuun builds long standing relationships with its third-party service providers and suppliers and places obligations on these suppliers to comply with all applicable laws, which, where relevant, would include compliance with the Modern Slavery Act.

Training

We believe that the training of people is an effective way to raise awareness of the issues around modern slavery. We make our Code of Ethical Business Conduct, Sustainable Sourcing Policy and Whistleblowing Policy available on the staff portal and update these regularly.

Review

We aim to periodically review the effectiveness of the relevant policies and procedures that we have in place. We do not have key performance indicators in relation to slavery or human trafficking as any instance would be expected to be a breach of law, our supplier standards and/or our company policies.