

Modern Slavery Act Policy

F.Hardwick Ltd have:

- Made out staff aware of the Modern Slavery Act, including its definitions of slavery and human trafficking;
- Told staff what to do if they suspect a case of slavery or human trafficking;
- Contacted suppliers in potentially higher risk categories to check what assurance arrangements they have in place;
- Commenced a revision of our procurement contracts and related documents to include prohibitions in respect of slavery and human trafficking and in compliance with legislation; and
- Reviewed our Whistle Blowing Policy.

The above procedures are designed to:

- Identify and assess all potential risk areas;
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains;
- Monitor potential risk areas;
- Provide adequate protection for whistleblowers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

Signed:

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Gemma Watson
- Managing Director

Date: 2023-11-16