

Policy Statement

MODERN SLAVERY & HUMAN TRAFFICKING POLICY STATEMENT



Date: 8th January 2024

Name: PO_CSR_Modern Slavery & Human Trafficking Policy Statement
_003_2024_Rev10

Revision: 010

Authorised by: Commercial Director and Company Secretary

Lanes Group plc is committed to driving out acts of modern-day slavery and human trafficking within its business and from within its supply chains, including suppliers, contractors, sub-contractors, and partners.

Lanes Group plc acknowledges their responsibilities in respect of the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods / services to the organisation, as well as the main supply chain for the Lanes Group plc.

As part of the Lanes Group plc's due diligence processes into modern slavery and human trafficking the supplier approval process incorporates a review of the controls undertaken by the suppliers of goods / services.

Monitoring of any potential imported goods from sources from outside the UK and EU are monitored and controlled to prevent modern slavery taking place.

Lanes Group plc will not support or work with any companies knowingly involved in modern slavery or human trafficking.

Directors, senior management, and all managerial staff shall take responsibility for implementing this policy, its commitments and shall provide adequate resources (including information, instruction, monitoring and reporting of issues etc.) and investment to ensure that modern slavery and human trafficking is not taking place within the organisation and within its supply chain.

Commitments

Lanes Group plc expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery and human trafficking:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chain.
- The prevention, detection and reporting of modern slavery and human trafficking in any part of our organisation or supply chain is the responsibility of all those working for us, with us or on our behalf. Workers must not engage in, facilitate, or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery and human trafficking in our operations and supply chain.
- If any individuals or organisations working with us or on our behalf have breached this policy, Lanes Group plc will ensure that appropriate action is taken.
- A section on Modern Slavery will be included within the company risk assessment and company objectives. These documents will be reviewed annual or if any legislation has changed/updated.

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- For all employees to have an awareness of Modern Slavery by:
 - Completing the Modern Slavery e-learning module on Human Focus.
 - Knowing who the Designated Modern Slavery Lead is within Lanes Group plc.
 - Communicating this policy out to all employees and displaying on noticeboards.
 - Communicating Toolbox Talk on Modern Slavery and for all employees to read, understand and sign.
 - A Modern Slavery section will be added to the Integrated Management System (IMS) audit. To monitor and measure understanding of Modern Slavery across all depots and departments.

A copy of this policy and the Modern Slavery Act 2015 will be accessible to all employees electronically and can be obtained from the HR/HSEQ&T department upon request.

Scott Norris

Commercial Director and Company Secretary of Lanes Group plc
8th January 2024