

ANTI-SLAVERY & HUMAN TRAFFICKING **POLICY**

At Be At One, we take our responsibility seriously in the protection of fundamental human rights and the elimination of modern slavery by ensuring that slavery, human trafficking and child labour have no place anywhere in our business.

We actively respect workers' rights in our own business and promote this throughout our supply chains; we endeavour to ensure the abhorrent abuses of slavery and human trafficking are never tolerated. We are wholly committed to acting ethically and with integrity in all our business relationships.

We promote a safe and happy workplace where we recruit and celebrate a diverse workforce and our colleagues feel valued as individuals, with equal opportunities. We ensure compliance with all applicable employment legislation relating to employee recruitment, including right to work evidence and minimum wage.

Commitments & Supplier due diligence

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded, child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Our Company policies set out steps that our staff can take if they are concerned about modern slavery. We maintain a positive Whistleblowing Policy to ensure issues causing concern can be raised and dealt with appropriately and in total confidence.

Be At One expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for 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 in our operations and supply chain.
- We take a risk based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Using our risk based approach we will also assess the merits of

- writing to suppliers requiring them to comply with our Code of Conduct, which sets out the minimum standards required to combat modern slavery and trafficking.
- Consistent with our risk based approach we may require:
 - employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our Code of Conduct.
 - Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to the Code
- As part of our ongoing risk assessment and due diligence processes we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Code of Conduct.
- If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.

We expect all our contractors, suppliers and other business partners to adopt the same high standards in respect of modern slavery and human trafficking.