

MODERN SLAVERY ACT

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At Smith & Brock, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain.

STATEMENT

- i. We are committed to the highest level of ethical standards and sound governance arrangements and sets high standards of impartiality, integrity and objectivity in relation to the management of its activities and staff.
- ii. We adopt a zero tolerance for corruption and bribery and this policy is endorsed by our board and owners.
- iii. We fully support the government's objectives to eradicate modern slavery and human trafficking.
- iv. We call upon all organisations we engage with to influence their global supply chains by improving transparency and accountability, and together we can help the government eradicate the injustice and brutality of modern slavery and human trafficking.
- v. We expect all who have, or seek to have, a business relationship with Smith & Brock, to familiarise themselves with our anti-slavery values and to act at all times in a way which is consistent with our anti-slavery values.
- vi. All Smith & Brock team members have an obligation to familiarise themselves with our procedures to help in the identification and prevention of modern slavery and to conduct business in a manner such that the opportunity for and incidence of modern slavery is prevented. Adherence to this policy forms part of all team members' obligations under their contract of employment and their induction.