

Modern Slavery Policy

HR108 Modern Slavery Policy Issue 3 - October 2025

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place, anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

The purpose of this policy is to: set out our responsibilities, and of those working for and on our behalf, in observing and upholding our position on modern slavery and human trafficking; and to provide information to those working for and on our behalf on how to identify and report concerns regarding modern slavery and human trafficking.

This Policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

This Policy does not form part of any employee's contract of employment, and we may amend it at any time.

Responsibility for this Policy

The Board of Directors has overall responsibility for ensuring this Policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The Operations Director has primary and day-to-day responsibility for implementing this Policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them, understand and comply with this Policy and will provide any necessary training.

Compliance with the Policy and Right to Work Checks

We require that all employees, including those permanently employed; temporary agency staff, retained consultants and business associates read, understand, and comply with this Policy.

We follow the appropriate Right to Work check for every new starter before they begin employment with us. By doing this we ensure that our recruitment practices comply with the Immigration, Asylum, Nationality Act 2006 and Home Office guidance. Right to work checks for our employees are centrally managed by HR.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. All staff are required to avoid any activity that might lead to, or suggest, a breach of this Policy.

We all have a responsibility to help detect; prevent and report slavery and human trafficking. If you have a concern regarding a suspected instance of slavery or human trafficking, please contact Operations Director, Mark Leeson via email.

If you would like to do it anonymously, please send your letter to: Mark Leeson, McBains - 5th Floor, 26 Finsbury Square, London EC2A 1DS as soon as possible or report it in accordance with our HR107 Whistleblowing Policy.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier, at the earliest possible stage.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager or the Operations Director.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this Policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment because of reporting in good faith, their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

If you believe that you have suffered detrimental treatment as a result of having raised a concern in good faith under this policy you should inform the Operations Director immediately. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Procedure, which can be found at HR114 Grievance Policy.

Communication and Awareness of this Policy

Training on this Policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary.

Our zero-tolerance approach to modern slavery in our business and supply chains must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate on an ongoing basis.

Breaches of this Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

**CLIVE DOCWRA
Managing Director**

Clive Docwra
Signed Clive Docwra (Oct 16, 2025 12:36:29 GMT+1)
Date **16/10/25**
On behalf of McBains
www.mcbains.com

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Final Audit Report

2025-10-16

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