



SMITH & SONS (BLETCHINGTON) LTD

MODERN SLAVERY POLICY

INCLUDING LINEAR FISHERIES (OXFORD) LTD

Smiths Bletchington are committed to undertaking their business activities responsibly and sustainably, meeting the needs of customers, employees, and other stakeholders, while managing the social and environmental impacts of our activities.

Regarding our own employees, Smiths Bletchington are committed to ethical and lawful employment practises, to ensure acts of Modern Slavery and Human Trafficking are not present in their own business, including:

- Prohibition of forced labour and child labour.
- Providing a safe and healthy working environment.
- Providing a working environment free from physical or verbal abuse, sexual harassment, and other forms of intimidation.
- Terms and conditions of employment, including working hours, will be based on recognised employment law.
- Wages and salaries paid will be clearly laid out in an employee's contract of employment, meet a minimum of national legal standards, and be consistent with the market rate for the job.
- Equality of opportunity to training, employment and working conditions irrespective of gender, age, nationality, disability, ethnicity, religious belief, or sexuality.

Accordingly, we will not knowingly engage suppliers (including contractors, sub-contractors, or other business partners), who practice Modern Slavery or Human Trafficking in their own operations, or knowingly tolerate it in their own supply chains.

In order to assess the risk of Modern Slavery and Human Trafficking in our supply chain, Smiths Bletchington will:

- Assess and audit suppliers in accordance with our Responsible Purchasing Policy.
- Identify and assess potential risk areas when engaging new suppliers.
- Periodically review our existing supply chains by assessing the potential for changed risk, including the possibility of re-auditing a supplier, or conducting spot checks.

Any supplier that fails to comply with this policy will be liable to immediate termination of our contract with them.

This policy is consistent with our Corporate Social Responsibility Policy and in accordance with section 54(1) of the Modern Slavery Act 2015 and relates to activities during the financial year ending 31<sup>st</sup> March 2024.

**APPROVED BY:** Ric Clemmey      **DATE:** 29/11/2023

**REVIEWED BY:** Nikki Dunn      **DATE:** 29/11/2023

**Review Date: November 2024**