



Anti-Slavery & Human Trafficking Policy

1. Introduction

The Monoworld Group is committed to conducting business ethically and with integrity, whilst respecting and promoting fundamental human rights. We are dedicated to ensuring that modern slavery, forced labour, child labour, servitude, and human trafficking do not occur within our organisation or throughout our supply chains.

We fully support the principles and requirements of the Modern Slavery Act 2015 and are committed to implementing effective measures to prevent, identify, and address any risks associated with modern slavery.

This policy reflects our commitment to acting responsibly and ensuring that we are not complicit in any human rights abuses, whether directly or indirectly.

2. Scope

This policy applies to all individuals working for or on behalf of The Monoworld Group in any capacity, including:

- Employees at all levels
- Directors and Officers
- Agency workers and labour providers
- Contractors and subcontractors
- Consultants and advisers
- Volunteers and secondees
- Agents and third-party representatives
- Suppliers and business partners
- Stakeholders engaged in activities connected with the Company

This policy does not form part of any employee's contract of employment and may be amended by the Company at any time.

3. Policy Statement

Modern slavery is a criminal offence and a violation of fundamental human rights. It can take many forms, including slavery, servitude, forced or compulsory labour, debt bondage, child labour, and human trafficking. All forms involve the exploitation of individuals for personal or commercial gain and the deprivation of their freedom and dignity.

The Monoworld Group operates a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all business dealings and



relationships and to implementing effective systems and controls to ensure modern slavery does not take place within our business operations or supply chains.

We expect the same high standards from all contractors, suppliers, business partners, and other organisations with whom we work. As part of our procurement and contracting processes, we seek assurances that suppliers prohibit the use of:

- Forced, bonded or compulsory labour
- Human trafficking
- Child labour in breach of applicable laws
- Any form of slavery or servitude

We also expect our suppliers to apply equivalent standards within their own supply chains.

4. Due Diligence and Risk Management

The Monoworld Group acknowledges its responsibilities under the Modern Slavery Act 2015 and is committed to maintaining transparency within its organisation and supply chain.

To identify and mitigate risks, the Company will:

- Assess modern slavery risks within its operations and supply chain.
- Conduct appropriate due diligence on suppliers and labour providers.
- Consider the country of origin and associated risks when sourcing products and services.
- Monitor suppliers where a higher risk of modern slavery may exist.
- Investigate any concerns raised regarding labour practices.
- Take appropriate action where evidence of non-compliance is identified.

Imported goods sourced from outside the UK may present an increased risk of modern slavery and human trafficking. The level of scrutiny and management control applied to such suppliers will be proportionate to the assessed level of risk.

The Company will not knowingly support or engage with any business involved in slavery, servitude, forced labour, or human trafficking.

5. Responsibilities

The Board of Directors has overall responsibility for ensuring this policy complies with legal and ethical obligations.

Managers at all levels are responsible for:

- Ensuring compliance with this policy within their areas of responsibility.
- Identifying and reporting potential risks.
- Supporting awareness and training initiatives.
- Promoting ethical business practices.



All employees and workers are responsible for:

- Reading, understanding, and complying with this policy.
- Reporting any concerns relating to modern slavery or human trafficking.
- Cooperating with investigations where required.

6. Reporting Concerns

The Monoworld Group encourages all employees, suppliers, contractors, and other stakeholders to report any concerns regarding suspected modern slavery, human trafficking, forced labour, or unethical employment practices.

Reports will be treated seriously and investigated appropriately. The Company will not tolerate retaliation against any individual who raises a concern in good faith.

7. Training and Awareness

Where appropriate, The Monoworld Group will provide training and awareness programmes to employees and relevant personnel to help identify and prevent risks associated with modern slavery and human trafficking.

8. Compliance

Failure by employees to comply with this policy may result in disciplinary action, up to and including dismissal.

Where suppliers, contractors, or business partners fail to meet the standards required by this policy, the Company may review, suspend, or terminate the business relationship.

9. Review

This policy will be reviewed annually by the Board of Directors, or sooner if there are significant changes in legislation, organisational structure, or business activities.

Signed on behalf of the Monoworld Group by the Compliance Director

Tim Croxford

A handwritten signature in black ink, appearing to be "TE", written over a horizontal line.

Date: 10 06 2026

To be reviewed annually or in the event changes to legislation, organisational changes or failures to the system being highlighted.

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