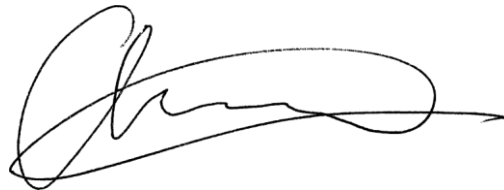


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# Modern Day Slavery Policy

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**Approved for Use By:** Chris Jones (Managing Director)

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**Document Authority:** Warren Sellers (Business Standards Manager)

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## Document Control

Reference: Modern Day slavery

Issue No: 10

Issue Date: Jan 2024

### Statement:

Respect for Human Rights and to driving out acts of Modern-Day Slavery are a core commitment of Posturite Ltd, as a responsible corporate citizen. We ensure that all checks are undertaken to adhere to modern day slavery requirements including the prohibition of forced labour at our site and within our supply chain.

Posturite is committed to adopting widely disseminating and incorporating principles in support of our goals in contracts, agreements and / or communication with suppliers. Part of Posturite due diligence process with slavery and human trafficking is, the supplier approval process, it incorporates a review on controls undertaken by the supplier.

In addition, Posturite requires our suppliers to comply with Posturites' Supplier Code of Conduct, which sets forth Posturites' broader standards for suppliers. This includes provisions relating to Human Rights, ethics as well as additional provisions relating to Modern Day Slavery.

Posturite adopts transparency within the organisation and with suppliers of goods and services to the organisation. Posturite will not support or deal with any business knowingly involved in slavery of human trafficking.

### Structure, Policies and Standards

We recognise that strong governance and clear policies are key to helping us promote human rights and tackle violations of those rights, including modern day slavery. Posturite believes that our employees, customers, suppliers and people touched by our business must all be treated with dignity, fairness and respect. We are committed to regularly assessing our Policies and Standards to ensure their effectiveness.

**Our Ethical Trading** defines Posturite's outlines our minimum standards of ethical behaviour at Posturite. Each year we review and revise our policies to tackle human rights abuses (including slavery, child labour and forced labour in our business or supply chain) commitment to human rights including but not limited to the prevention of modern slavery, in our operations and supply chains.

**Procurement and supply chain behaviour:** We expect our suppliers to adhere to and uphold high standards of business behaviours as communicated in our procurement and supply chain policy. Our procurement teamwork with our suppliers and visit them on site as part of on-boarding to ensure their commitment to modern day slavery and the wider human rights legislation.

- They would expect suppliers to have compliance in human rights.
- pay not less than the living wage.
- Have its own due diligence for its own suppliers.
- Provide employees training on modern slavery and human trafficking.

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- Requirement to notify Posturite if it becomes aware of a potential case of modern slavery in its supply chain.

**Our approach to risk management and due diligence**

At Posturite our work on modern day slavery is part of our wider approach to risk management and delivering on our responsibilities to respect human rights. As an Ergonomic specialist we consider that our risk is low but are not complacent it does not happen. We use agents overseas to ensure our supply chain are maintaining high ethical standards. We continue to assess our risk across the business to ensure continuous improvement in our approach to tackling modern day slavery together without people, partners and suppliers.

**Our approach to recruitment**

In the UK we manage the risk of modern-day slavery and related labour rights violation by ensuring that the people we hire have the right to work and that their basic rights as workers are protected. We conduct our own pre-employment checks pre-employment screening and prevention of illegal working policies help ensure that anyone recruited to work for Posturite in the UK has the right to do so. They will be contracted to work "standard working hours of 37.5 hrs per week, this is explained in our employee handbook.

**Training and communication**

At the heart of any policy and process are our people, so we communicate with them to raise awareness of our work on modern day slavery so that they can understand it, promote and cascade it further within our organisation.

Diversity training: We have an Equality and Diversity policy in place which, although not related to slavery and human trafficking issues, does provide employees with guidance on how to treat protected characteristics and demonstrates our inclusiveness as a workplace. It serves to help reinforce our approach to safeguarding the rights of all employees.

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<b>Issue</b>	<b>Change Detail</b>	<b>Date</b>
1	Initial Issue	April 2016
2	Revised policy	May 2017
3	Policy review	May 2018
4	Compliance change	May 2018
5	Review	May 2019
6	Review	May 2020
7	Review	May 2021
8	Review	Mar 2022
9	Change in Leadership & Review	Jan 2023
10	Yearly Review	Jan 2024

The Business Standards Manager is the authority of this document and is responsible for ensuring that this document is reviewed in line with the review requirements of the organisation control and management systems.

This procedure was approved by the MD on the date shown and is issued on a version-controlled basis under their signature.