

## Modern Slavery Policy



**This policy relates to Remedium Partners Limited and its subsidiary Remedium Placements Private Limited.**

### **Purpose**

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 our disclosure obligations under the Modern Slavery Act 2015:

<https://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>.

We expect the same high standards from all 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.

### **Scope**

This policy applies to all persons working here at Remedium or on our behalf in any capacity, including employees at all levels, directors, officers, 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.

## Roles & Responsibilities

Responsibilities and accountabilities related to the ownership, implementation and revision of this policy are governed by the Senior Management and Head of HR.

In addition:

- The Senior Management Team 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 head of HR has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, 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 are given adequate and regular training on it and the issue of modern slavery in supply chains.

## Policy

1. 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.
2. All colleagues are required to avoid any activity that might lead to, or suggest, a breach of this policy.
3. You must notify your manager or the HR or the senior management team as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.
4. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of our business or supply chains of any supplier tier at the earliest possible stage.
5. If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify HR or the senior management team as soon as possible.
6. 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 HR.
7. 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.

8. Any detrimental treatment as a result 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. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavorable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform your manager, HR, or the senior management team immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Whistleblowing Policy.
9. Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.
10. Any colleague who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
11. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

## **Monitoring our performance and effectiveness**

We intend to regularly review our practices, processes, and procedures both in relation to our own business operations and the way in which we engage with suppliers to ensure we mitigate any risk of non-compliance with the Modern Slavery Act.

A handwritten signature in black ink, appearing to be 'A. Z.', is located in the lower-left quadrant of the page.