

## Anti-Slavery and Human Trafficking Policy

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Management Responsibility: Managing Director

### Policy Statement

Modern slavery is a crime resulting in abuse of the human rights of vulnerable workers. It can take various forms, such as slavery, servitude, forced or compulsory labour and human trafficking.

Specialist Project Integration has a zero tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all of its business dealings and relationships. By implementing and enforcing effective systems and controls, SPI ensure that modern slavery and human trafficking are not taking place anywhere within either it's own business or in any of it's supply chains, consistent with its obligations under the Modern Slavery Act 2015.

We expect the same high standards from all of our contractors, suppliers and other business partners. We include prohibition against the use of staff sourced from forced, compulsory or trafficked labour, anyone held in slavery or servitude. We expect our suppliers will hold their own suppliers to the same high standards.

### Our Commitments

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- We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business and in so far as is possible to requiring our suppliers hold similar ethos.
- New and existing suppliers are required by us to complete a detailed questionnaire and also to provide evidence to show compliance to the act.
- 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.
- 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 reserve the right to amend it at any time.
- The SPI Leadership Team has overall responsibility for ensuring this policy complies with SPI's legal and ethical obligations and all those under our control comply with it.



Simon Wray, Managing Director, SPI