

## Modern slavery and human trafficking policy



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Landell Mills International Limited and its subsidiaries ("the Group") is committed to driving out acts of modern day slavery and human trafficking within its business and that from within its supply chains, including sub-contractors and partners.

For the purposes of this Policy, modern day slavery includes:

- Slavery
- Servitude
- Forced and compulsory labour (this can include abuse of vulnerability, deception, physical and sexual violence, retention of identity documents, intimidation and threats and debt bondage)
- Human trafficking
- Worst forms of child labour

The Group acknowledges responsibility to the UK Modern Slavery Act 2015 and will ensure transparency within the organisation and with sub-contractors, partners and suppliers of goods and services to the organisation.

As part of the Group's due diligence processes reviewing potential sub-contractors and partners, the Group will make enquiry into the measures undertaken by the sub-contractor or partner to consider slavery and human trafficking and in particular from sources from outside the UK and EU where the risk for slavery/ human trafficking issues may be greater. The level of management control required for these sources will be continually monitored.

The Group will not support or deal with any business knowingly involved in slavery or human trafficking.

The Group's Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc.) to ensure that the Group only works with partners and sub-contractors that commit to adherence with the Group's policy in order to ensure as far as reasonably possible that slavery and human trafficking is not taking place within the organisation and within its sub-contractors and partners.

This Policy statement will be reviewed regularly and published. A full copy of the policy can be found at [www.landell-mills.com/policies](http://www.landell-mills.com/policies) and a copy of the UK Modern Slavery Act 2015 will be accessible to all employees electronically on the Group's intranet.

This Policy takes into account and supports the policies, procedures and requirements documented in the Group's management system which is compliant with the requirements of ISO37001. The implementation and operation of this management system underlines our commitment to this Policy.

Signed on behalf of Landell Mills International Limited:



David Uglow

Managing Director