

# Spence.

Company Policy	
<b>Title</b>	Modern Slavery Act
<b>Revision Date</b>	11 <sup>th</sup> November 2024
<b>Reference No.</b>	SPO.MSA.01



## Statement

Spence do not advocate or endorse the acts of modern-day slavery and human trafficking within its business or from its supply chain, including sub-contractors.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as 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.


It is our policy to conduct our business in an honest, transparent and ethical manner. We have a zero-tolerance approach to modern slavery, and we acknowledge our moral and legal responsibility in acting ethically and with integrity in all our business undertakings and relationships as a commitment to ensure modern slavery is not taking place anywhere in our own business or with any of our supply chain partners.

In acknowledgment to our legal responsibility to the Modern Slavery Act 2015 we commit to ensuring compliance and clarity to the ethical and legal principles and support of the ILO/UN human rights guidance within Spence and to engage with suppliers of goods and services (Staff) who act on our behalf to raise awareness and identification of modern slavery issues.

We will remain diligent to slavery & human trafficking whilst undertaking and reviewing our supply chain processes during our approval and reviews, where an area of concern is identified within our supply chain it will result in a suspension of services until the concern is investigated, Spence will at all times consult and update local authorities in these matters. Any identified adverse behaviour by our own staff will be addressed through our employee disciplinary procedure.

Where any staff suspect or identify any concerns regarding modern slavery they are actively encouraged to dutifully report this to the Managing Director as the nominated Spence responsible person who will also undertake responsibility for implementing this Policy Statement and its objectives within our organisation and supply chain.

Spence will not knowingly support or deal with any business involved in slavery or human trafficking and commit to identify and address any practices that contribute to supporting modern slavery and assess and manage any high-risk material or labour resourcing for our activities and commit to raising awareness of modern slavery issues including how to spot the signs in the business and supply chain by communicating this policy and TBT 156 – Modern Slavery to all.

Signed.....  ..... Date 11<sup>th</sup> November 2024

Jonathon Spence, Managing Director

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