

Version Number:	1.1	<b>UTAX (UK) Ltd</b> <b>Policy Statement</b> Modern Slavery	Owner:	Lucy Brown
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# UTAX (UK) Ltd

## Modern Slavery

### Policy Statement

UTAX (UK) Ltd (the “Company”) is committed to driving out acts of modern-day slavery and human trafficking within our supply chain or any part of our business.

The policies we have in place and this anti-slavery statement, reflect our commitment to:

- Paying people fairly and properly for their work.
- Acting ethically and with integrity in all our business relationships.
- Enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.

The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the company and with supplies of goods and services to the company.

### Employees

All employees of UTAX (UK) Ltd:

- Are provided with a fair wage, more than the national minimum, and are provided with generous financial and non-financial benefits.
- Are subject to pre-employment checks to ensure they are genuine applicants operating as free agents with the required level of propriety. These will include verification of identity, references, evidence of qualifications, and may include criminal and financial checks.
- Undertake regular training on Modern Slavery awareness.

### Suppliers/Partners

The Company performs due diligence checks on all suppliers and partners, including regarding modern slavery and human trafficking. The Company will not support or deal with any business knowingly involved in modern slavery or human trafficking.

The Senior Management Team shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment to ensure that modern slavery and human trafficking is not taking place within the Company and within its supply chain.

### Breaches

All persons are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of the company or its supply chains, via the contact details below.

Any employee suspected of breaching this policy will be investigated and may be subject to disciplinary action which could result in dismissal for misconduct or gross misconduct. Relationships with other individuals and companies working on our behalf will be terminated if they breach this policy statement.

Suspensions of a breach in criminal activity relating to a breach in modern slavery legislation will be reported to the applicable UK governing body or authority.

### Monitoring

This policy will be reviewed regularly to ensure accuracy and effectiveness.

### Contact details

Name: Lucy Brown, Head of HR, Facilities & Legal Compliance

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