

# Anti-Slavery and Human Trafficking

## **A) PURPOSE**

Skotkonung is committed to a work environment that is free from human trafficking and modern slavery, which for the purposes of this policy, includes forced labour and unlawful child labour. Skotkonung will not tolerate or condone human trafficking or slavery in any part of our company. This policy is consistent with Skotkonung's core values to protect and advance human dignity and human rights in our business practices.

Skotkonung's employees, contractors, subcontractors, vendors, suppliers, partners and other stakeholders through whom Skotkonung conducts business must avoid complicity in any practice that constitutes trafficking in persons or slavery.

## **B) POLICY STATEMENT**

Modern Slavery and Human Trafficking is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

## **C) COMMITMENTS**

Skotkonung expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- 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.
- The prevention, detection and reporting of modern slavery in any part of our company or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- 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. We expect the same high standards from all of our contractors, suppliers and other business partners.

## **D) RESPONSIBILITY OF THE POLICY**

- Skotkonung's directors have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.
- Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy.

If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action.