

Colson X-Cel Anti-Slavery & Human Trafficking – QP 11

1. Purpose

This policy sets out our commitment to preventing modern slavery and human trafficking in all its operations and supply chains, in compliance with the UK Modern Slavery Act 2015.

2. Scope

This policy applies to:

All employees, contractors, and temporary staff.
All suppliers, subcontractors, and business partners.

3. Policy Statement

Our company has a zero-tolerance approach to slavery, servitude, forced labour, and human trafficking. We are committed to:

- Acting ethically and with integrity in all business dealings.
- Implementing and enforcing effective systems and controls to prevent modern slavery.
- Ensuring transparency in our supply chains.

4. Responsibilities

Managing Director: Overall accountability for compliance.
SHEQ & Compliance Manager: Responsible for policy implementation, supplier audits, and reporting.
All Employees: Required to report any suspicion of modern slavery immediately.

5. Supplier Requirements

Our suppliers must comply with this policy and demonstrate their own anti-slavery measures.
Contracts will include clauses prohibiting modern slavery and requiring compliance with the Modern Slavery Act.

6. Reporting & Whistleblowing

Employees and suppliers can report concerns confidentially via:

Email: alexander.mourao@colson.co.uk

Reports will be investigated promptly, and appropriate action taken.

7. Breach of Policy

Any breach by employees will result in disciplinary action, up to and including dismissal. Breach by suppliers may result in termination of contracts.

8. Review

This policy will be reviewed annually and updated as necessary to ensure continued compliance.

Issued by: SHEQ Manager

Effective Date: 03/11/25

Approved by: Managing Director

