

Modern Slavery – Anti-Slavery & Human Trafficking Policy

Modern slavery is a criminal activity and a violation of human rights. The deprivation of a person's liberty by another in order to exploit them for personal or commercial gain is unacceptable, therefore Had-Fab Limited opposes any use of slavery or human trafficking in the manufacture and distribution of our products and fully commits to working under the Modern Slavery Act 2015.

We will not tolerate or condone any form or practice that constitutes human trafficking or slavery in our organisation.

Scope

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, contractors, external consultants, and third-party representatives.

Responsibilities

The Board of Directors has overall responsibility for ensuring the policy complies with our legal and ethical obligations and that those under our control comply with it.

Management has overall responsibility for:

- ensuring those reporting to them understand and comply with this policy
- completing e-learning Modern Slavery courses to be trained to an appropriate level linked with their role

Suppliers

Had-Fab Limited has zero tolerance to slavery and human trafficking and we expect our suppliers:

- not to use slave labour, illegal child labour or forced labour
- to ensure that the overall terms of employment are voluntary
- to follow all applicable laws pertaining to minimum age requirements, wages, overtime and benefits
- to be able to demonstrate compliance with this Policy at the request and satisfaction of Had-Fab Limited

Suppliers who are found to have or be engaging in human trafficking and slavery or refuse to cooperate with any audit to verify compliance with this Policy will be removed from Had Fab's approved supplier register.

Right to Work Compliance

Had-Fab Limited also ensures compliance with its obligations under the Immigration, Asylum & Nationality Act 2006, including Sections 15 to 25. All employees, agency workers, contractors, and subcontractors are required to provide documentation proving their legal right to work in the United Kingdom.

Checks are carried out in accordance with Home Office guidance, and records are retained for a minimum of two years after an individual leaves the organisation.

These measures apply equally to all workers and are designed to prevent illegal working, which can contribute to exploitation and modern slavery risks.

Communication

We will communicate this statement to all relevant staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

Breaches of Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals or organisations working on our behalf if they breach this policy

Signed:  **Managing Director**
Greg Scott

Date: 05/01/2026

This policy will be reviewed and updated as necessary in response to changes in employment law and/or company requirements.

