

Anti-slavery Policy

Introduction

This Company has a zero-tolerance approach to modern slavery and is committed to preventing acts of slavery and human trafficking from occurring within both its business and supply chain, and imposes those high standards on its contractors, suppliers and other business partners.

This policy applies to all individuals working for the Company, including anyone providing services to the Company such as consultants, or contractors.

Policy Aim

The aim of this policy is to help the Company act in accordance with the Modern Slavery Act 2015, maintain the highest possible standards of business practice, and advise individuals of the Company's 'zero-tolerance' to slavery.

Our Anti-Slavery Policy Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

The Law

Modern slavery amounts to a violation of an individual's human rights. Modern slavery encompasses slavery, forced and compulsory labour, and human trafficking whereby individuals are deprived of their freedom and are exploited for commercial or personal gain as enacted in the Modern Slavery Act 2015 ('the Act'). The prevention, detection, and reporting of modern slavery in any part of its business or supply chains is the responsibility of all those working for the Company or under its control.

Policy Statement

The Company takes its responsibilities to combat modern slavery seriously as demonstrated by the following measures:

- The prevention, detection, and reporting of modern slavery in any part of its business or supply chains is the responsibility of all those working for the Company or under its control.
- All supply chain lines are continually risk assessed and managed in relation to modern slavery and any high-risk suppliers audited.
- The company will not knowingly support or deal with any business involved in slavery or human trafficking.
- A Regular audit and review is conducted of our practices for checking all employees are paid at least the minimum wage and have the right to work.
- The Company encourages anyone to raise any concerns about modern slavery and will support anyone who acts in good faith.
- The Company will continue to develop its commitment to combat modern slavery and will provide staff training where appropriate.



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This policy applies to all permanent and fixed-term staff employed by the Company, and any contractors, consultants or other persons acting under or on behalf of the Company.

Non-Compliance by staff

Failing to observe Company policy may lead to disciplinary action in accordance with the Company's Disciplinary Policy.

Monitoring Policy

The policy will be monitored on an on-going basis to ensure that it addresses issues effectively.

The policy will be regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company activities.

The Company will ensure that all individuals working for the Company are advised of the policy.

Reviewing Policy

This policy will be reviewed and, if necessary, revised in the light of legislative or organisational changes. Improvements will be made by learning from experience and the use of an established annual review.

Policy Amendments

Should any amendments, revisions, or updates be made to this policy it is the responsibility of the Company senior management to see that all relevant employees receive notice. Written notice and/or training should be considered.

Policy Implementation Notice

This is the policy statement of BIBSIKHA LLP. The overall and final responsibility for this policy is that of BIBEK BORA, Designated Partner.



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