

# Anti-Slavery & Human Trafficking Policy Statement



Slavery is illegal and a fundamental violation of human rights. There are many forms of Modern Slavery including:

- forced labour
- child labour
- exploitation
- being controlled by an employer
- debt bondage
- being physically constrained,
- being sold or treated as a commodity and having restrictions on freedom of movement. These acts involve a person losing their freedom by being exploited by another for personal or commercial gain.

We have a zero-tolerance approach to Modern Slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships. We will implement and enforce effective systems and controls to ensure Modern Slavery is not taking place in our own business and our supply chains.

We expect our contractors, suppliers and other business partners to uphold high standards in all business practices. As part of the contracting processes, we include prohibitions against the use of staff sourced from forced, compulsory or trafficked labour, anyone held in slavery or servitude. We expect our suppliers to uphold these high standards.

This policy applies to all persons working for us, or representing business, in any capacity. This includes but does not limit the policy applicability to; employees, agency workers, temporary staff, agents, contractors, external consultants, third-party representatives and business partners.

This policy does not form part of any employee's contract of employment, and we reserve the right to amend it at any time.

## Responsibility for the Policy

Our management team has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

Our management team has primary responsibility for implementing this policy. This includes responsibility for the monitoring of its use and effectiveness, auditing of internal control systems and procedures. Our management team is also responsible for updating the policy to reflect any changes in legislation

Management at all levels across our business are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on Modern Slavery.

Our employees are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be submitted to your Director.

## Compliance with the Policy

You must ensure that you read, understand and comply with this policy.

Each of us are responsible for the prevention, detection and reporting of Modern Slavery in any part of our business or supply chains. Our employees are required to avoid any activity that might lead to a breach of this policy, and the Modern Slavery Act 2015.

You must notify your manager as soon as possible if you believe or suspect that, a conflict with, or breach of, this policy has occurred, or may occur, in the future.

You are encouraged to raise concerns about suspicions of Modern Slavery in any parts of our business or supply chains at the earliest possible stage.

If you are unsure whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any, is in breach of all or any, of the various forms of Modern Slavery outlined above, notify your manager.

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## Communication and Awareness of this Policy

This policy is available as part of our Business Management System. Modern Slavery training, which includes identifying signs of Modern Slavery and reporting suspicions of Modern Slavery supply chains, forms part of the induction process for employees. Refresher training will also be provided as necessary.

Our zero-tolerance approach to Modern Slavery is communicated to all suppliers, contractors and business partners at the outset of our business relationship with them. Suppliers are asked to comply with our Anti-Slavery and Human Trafficking policy from the onset of the relationship. Suppliers who are unwilling to comply will not be boarded.

## Breaches of this Policy

Any employee who breaches this policy will face disciplinary action. This could result in action up to dismissal in accordance with the our Conduct policy. We may terminate our relationship with other employees, suppliers and any other associates working with us if they breach this policy.

Signed:

A handwritten signature in black ink that reads "Dylan Spink".

Name: Dylan Spink  
Date: 28/03/2025  
Position: Director

Signed:

A handwritten signature in black ink that reads "Jack Howell".

Name: Jack Howell  
Date: 28/03/2025  
Position: Director

NOTE: Persons under the control of CHANCE Recruitment includes Direct employees, Contract personnel, Sub-contractor personnel, Consultants and Service Providers (where operating on Controlled Sites).

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