



## **ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT (MODERN SLAVERY ACT 2015)**

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Modern slavery is a crime and a violation of fundamental human rights. It takes various forms such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

Burlodge Limited is committed to acting ethically and with integrity in all our business relationships and takes a zero-tolerance approach to slavery and human trafficking. We aim to comply with the Modern Slavery Act 2015 (MSA) and expect our suppliers, and their supply chains, to take all reasonable and practical steps to comply with the MSA.

We also expect our suppliers, and their supply chains, to engage in good employment practices and to comply with all relevant legislation and regulations in the countries in which they operate. This statement and policy cover provision of goods and services provided from our offices in the UK.

### **Our Supply Chain**

Burlodge Limited works with a select number of long-standing suppliers, the majority of whom are based within the UK or the EU and a number of which are group companies. Any new suppliers will be subject to careful selection, and we carry out a continuous audit of our supply partners. We regularly review our supply chain and have not identified any high-risk areas.

### **Our Policies and Procedures**

Burlodge Limited has policies and processes under which we operate, and which govern our business relationships, taking into account ethical trading and responsible sourcing of goods. As part of our internal processes in Burlodge, our teams have the right and the obligation to report any feared, implied or witnessed infringement of these policies within Burlodge or our supply chain. This can be done as part of our whistleblowing policy or in direct feedback to senior management within the organisation.

These policies are reviewed regularly to ensure that they fit with the current business and regulatory requirements.

Our supply chain purchases cover bought in products, components and services. We adopt the approach of 'one up' the supply chain with our direct suppliers and expect that they too will take this approach with the next link in the supply chain and so on. We seek to build long standing business relationships with our suppliers and make clear our expectations on their stance on health and safety,



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ethical trading, environmental and social responsibility. We have a zero tolerance policy to slavery and human trafficking and expect our suppliers to uphold this stance.

### **Internal training**

As part of our ongoing training and development plan, we ensure that employees are made aware of our policies and informed and receive training on any changes as required.

We have in place whistleblowing procedures, robust communication lines and a culture of sharing information to ensure that any breach of policy can be quickly and robustly reported without fear of recriminations by any person.

Burlodge UK has measurable KPIs on staff training with regards to modern slavery and expects all staff to complete a yearly training package.

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Burlodge Ltd.'s anti-slavery and human trafficking statement for the financial year ending 31 August 2024.**

Authorised by the Board of Directors

Date 1<sup>st</sup> May 2024