



Modern Slavery and Human Trafficking Policy

Policy Statement

Modern Slavery is a serious crime, violating an individual's fundamental rights. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This Anti-slavery 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 business or our supply chains. Leo Lynch's 'Zero Philosophy' is applied to everything we do at every level of our organisation.

The philosophy is also applied to our zero tolerance to slavery and human trafficking. In order to ensure all those in our supply chain comply with our values, we require our supply chain to contractually commit to compliance with this Policy Statement.

Our recruitment processes are both transparent and thorough. We have robust procedures in place for vetting new employees and ensuring we are able to accurately confirm their identities.

Due Diligence

As part of Leo Lynch's on-going commitment to comply with the Modern Slavery Act, 2015, Leo Lynch will both continue to monitor and mitigate any risks within Leo Lynch and our supply chain, so that effective controls and contingency plans can be put in place if required.

We ensure our Supply Chain Prequalification procedures are robust and include appropriate provision for ascertaining the measures taken by our supply chain to help eradicate modern slavery. Our procedural controls are reinforced by our strategic procurement approach to developing preferred supplier relationships with key supply chain partners, including for example labour and logistics providers with whom we work repeatedly and know very well. As part of our strategic relationship, these providers continue to actively support Leo Lynch in raising internal awareness on the risks of modern slavery by presenting to our employees through internal platforms.

The success of this Policy Statement is dependent upon all employees, supply chains and subcontractors playing an important part in helping to detect and eradicate slavery. As such, all individuals are encouraged to report any suspected slavery to our "Speak Up" helpline, the details of which are at all our sites, offices.

Training

To ensure a clear understanding of the Modern Slavery Act 2015 and the risks, we provide training to relevant employees.

Internal Policies

This Policy Statement is supported by our internal policies which assist in ensuring that we conduct our business in a transparent manner, implementing effective controls to, for example, promote equal opportunities. These policies implement effective systems to ensure, as far as is practical, that human



trafficking and slavery are not taking place in Leo Lynch or any of our supply chain.

Summary

This statement is made pursuant to s.54(1) of the Modern Slavery Act 2015 and serves as our Modern Slavery and Human Trafficking statement for the year ending 31 December 2024. This statement will be reviewed annually.

Philip Smith,
Managing Director