

## **Multi-Source UK LTD**

### **ANTI-SLAVERY POLICY STATEMENT**

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 involve the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain.

**Multi-Source** has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships. We implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or within any of our supply chains and ask our suppliers to complete due diligence checks regarding their procedures.

We are also committed to ensuring transparency in our business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the **Modern Slavery Act 2015**.

We expect the same high standards from all our contractors, suppliers, and business partners. As part of our contracting processes, we will include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude — whether adults or children — and we expect our suppliers to hold their own suppliers to the same standards.

This policy applies to all persons working for or on behalf of **Multi-Source** in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, consultants, third-party representatives, and business partners.

This policy does not form part of any employee’s contract of employment, and it may be amended at any time.

#### **Responsibility for the Policy**

**Multi-Source** has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all individuals under our control comply with it.

Day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with queries, and auditing internal control systems lies with senior management.

Managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on modern slavery and its risks in our supply chains.

We welcome feedback on this policy and encourage employees to offer suggestions for improvement. Comments or concerns should be directed to the Managing Director.

### **Compliance with the Policy**

All staff must read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all individuals working for us or under our control. You are expected to avoid any activity that might lead to, or suggest, a breach of this policy.

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

If you suspect a breach of this policy, report it immediately — either to your line manager, a Director. Concerns will be taken seriously and handled confidentially.

Where appropriate, and prioritising the welfare and safety of local workers, **Multi-Source** will support suppliers in addressing coercive, abusive or exploitative practices in their own operations or supply chains.

If you are uncertain about whether a particular act or treatment constitutes modern slavery, raise it with your line manager or a company Director.

We promote a culture of openness and will support anyone who raises genuine concerns in good faith, even if they turn out to be mistaken. No employee will suffer detrimental treatment for reporting suspected modern slavery.

If you believe you have suffered retaliation, report it to your manager.

### **Communication & Awareness of this Policy**

Training on this policy forms part of the induction process for all new staff. Updates and ongoing awareness will be delivered through regular internal communications.

Our zero-tolerance approach must be communicated to all suppliers, contractors and business partners at the start of our relationship and reinforced as appropriate.

### **Breaches of This Policy**

Any employee who breaches this policy may face disciplinary action, up to and including dismissal for misconduct or gross misconduct. **Multi-Source** may terminate its relationship with other individuals or organisations working on our behalf if they breach this policy.

**Printed and Signed Off By:** Gordon Young, Director

**Date:** 2025