

HALL & PICKLES 1812 LTD

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

Over two centuries ago, Hall & Pickles was founded to serve a very different industrial world than the one we live in today. Through seven generations of the Hall family, we have maintained our commitment to continual investment and innovation. Today, as one of the largest independent stockholders in the United Kingdom with an annual turnover in excess of £100 million, we take our global ethical responsibilities seriously.

Hall & Pickles are committed to preventing modern day slavery and human trafficking within our business, including within our supply chains, contractors, and business partners. 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 to exploit them for personal or commercial gain.

We acknowledge our responsibilities under the Modern Slavery Act 2015 and work to ensure transparency within our company and all our employees and staff must ensure that they read, understand and comply with the policy and are encouraged to raise any concerns they have about compliance with the policy at the earliest possible stage.

We expect the same high standards from all of our contractors, suppliers and other business partners, and therefore:

- We will not support or deal with any business knowingly involved in slavery or human trafficking.
- We expect each organisation in our supply chain to ensure that forced, compulsory, or trafficked labour is not used, that no worker is held in slavery or servitude, and child labour is not used.
- We expect each organisation in our supply chain to undertake reasonable checks to ensure that their own suppliers meet the same standard.

If any employee, contractor, supplier or other business partner has concerns about compliance with our policy, they should contact their Line Manager or the Managing Director without delay.

Our understanding of slavery, servitude and forced or compulsory labour is based on the definitions set out in the Modern Slavery Act 2015. Please make reference to this Act and accompanying guidance for information on the standards we uphold within Hall & Pickles and require of our suppliers, traders, contractors and business partners.

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