

Anti-Slavery and Human Trafficking Policy

This policy applies to all persons working for us or on our behalf in any capacity. Including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

Sackers Ltd strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains.

We expect that our suppliers will hold their own suppliers to the same high standards and will make appropriate checks as such.

Slavery

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded labour, child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited.

It is the Policy of Sackers Limited. Its shareholders, directors, and senior managers that slavery is unacceptable in any form or guise. Sackers will act to:

- Ensure the prevention, detection and reporting of modern slavery in any part of our organisation or supply chain
- Engage with our stakeholders and suppliers to address the risk of modern slavery in our supply chain.
- We take a risk-based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties.
- Consistent with our risk based approach we may require:
 - Employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our policies
 - Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to the same
- As part of our ongoing risk assessment and due diligence processes we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our policy
- If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships and/or reporting the situation to the relevant authority.

David Dodds
Chief Executive Officer
August 2021

