

## Modern Slavery Policy

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 in order to exploit them for personal or commercial gain.

Sycamore Process Engineering Ltd believes that every individual has the right to live and work in conditions of dignity, respect and freedom. As part of our dedication to ethical business practices, we are committed to taking proactive steps to detect, prevent and respond to any instances of modern slavery within our operations and supply chain.

The Company is committed to the principles of the Modern Slavery Act 2015, and the abolition of all forms of modern slavery.

### Policy Statement

The Company acknowledges the importance of combatting modern slavery and we are committed to:

- taking all reasonable measures to prevent modern slavery from occurring within our business operations and supply chain;
- raising awareness and educating our employees, contractors and stakeholders on the risks and consequences of modern slavery;
- being transparent about our efforts to tackle modern slavery, providing regular updates on our progress.

### Responsibility

The Company believes that tackling modern slavery is a collective responsibility and we expect everyone associated with the Company to play their part.

All employees are encouraged to familiarise themselves with this policy, seek clarification when needed and actively support our efforts to combat modern slavery. We will provide awareness training to employees and inform them of the expectation to report any suspicions or concerns related to modern slavery and the appropriate action to take.

We will work closely with our suppliers, contractors and business partners to ensure that they share our commitment to combatting modern slavery. We will also assess the risks within our supply chain and take necessary steps to address them.

Managers are responsible for ensuring that all employees are aware of and adhere to this policy. They should actively support and contribute to its implementation within their teams.

## Engineering Peace of Mind

### **Communication**

The Company will ensure that all employees are aware of this policy and its importance. New employees will receive a copy during their induction and existing employees will have easy access to the policy at all times.

We will establish clear and confidential channels for reporting suspicions or concerns related to modern slavery. Whistleblowers will be protected and reports will be thoroughly investigated.

### **Monitoring and Review**

We are committed to continuously assessing the effectiveness of this policy.

We will gather feedback from employees, stakeholders and external advisors to evaluate our efforts in combatting modern slavery.

Our management team, in conjunction with external advisors where necessary, will conduct regular reviews of this policy to ensure that our objectives are met and to identify any barriers or enablers to ongoing policy implementation.

### **Summary**

In conclusion, we understand that this policy is not enough on its own, and we aim to be vigilant and to continuously improve. The policy reflects our dedication to take serious and effective steps to identify and eradicate modern slavery which can exist in any supply chain, in any industry.