

Modern Slavery Policy (UK)

Document title: Modern Slavery Policy

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Approved by: Dean Seddon

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1. Purpose

Speedy Products Limited is committed to preventing all forms of modern slavery, human trafficking, forced labour and exploitation in its business operations and supply chains. This policy outlines our approach to identifying, preventing and reporting modern slavery risks in line with the Modern Slavery Act 2015.

2. Scope

This policy applies to:

- All employees, temporary workers, contractors and consultants;
- Our supply chain (suppliers, subcontractors, agents, intermediaries);
- All operations in the UK and, where applicable, international operations.

3. Policy Statement

We have a **zero-tolerance approach** to modern slavery in any part of our business or supply chain. We will not knowingly support or deal with any business involved in slavery or human trafficking. All relevant laws and regulations must be complied with wherever we operate.

4. Definitions

For the purpose of this policy:

- *Modern slavery* includes slavery, servitude, forced or compulsory labour, and human trafficking;
- *Supply chain* means all activities associated with the design, sourcing, manufacture, and delivery of our products and services. (GOV.UK)

5. Responsibilities

Directors / Senior Management

- Ensure implementation and oversight of this policy.
- Review and update the policy periodically.

Managers

- Identify modern slavery risks.
- Ensure employees are trained and aware of this policy.

All Employees

- Comply with this policy and report any concerns.

6. Risk Assessment & Due Diligence

We will:

- Undertake periodic risk assessments of our operations and supply chains;
- Identify high-risk areas (e.g., sectors, geographic regions, subcontractors);
- Implement checks and controls proportionate to the risk identified;
- Embed modern slavery due diligence into procurement and supplier management practices. (GOV.UK)

7. Supplier Expectations

We expect suppliers and business partners to:

- Maintain ethical employment practices;
- Have their own modern slavery and human trafficking policies;
- Comply with applicable laws and cooperate with our due diligence checks. (GOV.UK)

8. Training & Awareness


We will provide training to staff responsible for procurement, supply chain management and HR on modern slavery risks, indicators and reporting procedures. (GOV.UK)

9. Reporting & Whistleblowing

Employees and third parties are encouraged to report concerns via [internal reporting channel/email/whistleblowing hotline]. Reports will be treated confidentially and without retaliation. (GOV.UK)

10. Monitoring & Review

We will monitor the effectiveness of this policy and report on actions taken. This policy will be reviewed annually or when there are significant changes in legislation or organisational practices. (GOV.UK)

Signed.....

Position.....