

ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT POLICY STATEMENT

Ley Rubber is opposed to all forms of human trafficking and slavery and takes all necessary steps to ensure the promotion of sound, moral and ethical practices throughout the whole of its business.

We are committed to a work environment that is free from human trafficking, forced labour and unlawful child labour. We strongly believe in promoting ethical and lawful employment practices.

Accordingly, Ley Rubber will not knowingly use unlawful child labour or forced labour in any of the utilities, products and/or services it provides, nor will it accept products and/or services from suppliers who employ or utilise child labour or forced labour.

We endeavour to achieve this through our policies and procedures and supplier due diligence.

Requirements for Ley Rubber and Our Suppliers:

- Will not use forced or compulsory labour, i.e., any work or service that a worker performs involuntarily, under threat of penalty.
- Will ensure that the overall terms of employment are voluntary.
- Will comply with the minimum age requirements prescribed by applicable laws
- Will compensate its workers with wages and benefits that meet or exceed the legally required minimum
- Will abide by applicable law concerning the maximum hours of daily labour
- Will not engage in any practice of slavery, servitude, forced labour, compulsory labour and/or human trafficking outside the UK which would constitute an offence if that conduct took place within the UK; and
- Will ensure that Working conditions are safe and hygienic.
- We recognise workers union rights and freedom of expression.

We are committed to ensuring all our processes fall into line with the Modern Slavery Act of 2015.

Any breach of this Policy (including by a Supplier) can be reported (in confidence, if required) by contacting Ley Rubber Managing Director.

Employees who breach this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

Suppliers who are found to have or be engaging in human trafficking and slavery or which refuse to co-operate with any audit to verify compliance with this Policy will be liable to have any supply agreement, arrangement or other contract with Ley Rubber terminated immediately, without compensation.

Signed: _____



Dean Wealleans
Managing Director

Date: 06th January 2022