

ANTI SLAVERY AND HUMAN TRAFFICKING POLICY



STATEMENT OF POLICY

We recognise that discrimination is unacceptable and although equality of opportunity has been a long-standing feature of our employment practices and procedure, we have made the decision to adopt

POLICY STATEMENT

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. Teper MEP 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.

WHAT IS MODERN SLAVERY AND HUMAN TRAFFICKING?

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and 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. Modern slavery is a crime and a violation of fundamental human rights.

WHAT COULD BE SIGNS OF MODERN SLAVERY?

Someone in slavery might:

- appear to be under the control of someone else and reluctant to interact with others
- not have personal identification on them
- have few personal belongings, wear the same clothes every day or wear unsuitable clothes for work
- not be able to move around freely
- be reluctant to talk to strangers or the authorities
- appear frightened, withdrawn, or show signs of physical or psychological abuse
- dropped off and collected for work always in the same way, especially at unusual times, i.e. very early or late at night.

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COMMITMENTS

Teper MEP Ltd will:

- Maintain clear policies and procedures preventing exploitation and human trafficking, and protecting our workforce and reputation
- Be clear about our recruitment policy
- Examine our supply chains and be clear with suppliers/subcontractors our expectations regarding the Act.
- Make appropriate checks on all employees, recruitment agencies, suppliers, etc to ensure we know who is working for us
- Have in place an open and transparent grievance process for all staff
- Seek to raise awareness so that our colleagues know what we are doing to promote their welfare.

Managers will:

- Listen and be approachable to colleagues
- Respond appropriately if they are told something that might indicate a colleague is in an exploitative situation
- Remain alert to indicators of slavery
- Raise the awareness and ensure all employees are provided a copy of this policy and be aware of their responsibilities
- Use their experience and professional judgement to gauge situations Colleagues We all have responsibilities under this policy.

Everyone, you must:

- Keep your eyes and ears open—if you suspect someone (a colleague or someone in our supply chain) is being controlled or forced by someone else to work or provide services.
- Follow our reporting procedure if a colleague tells you something you think might indicate they are or someone else is being exploited or ill-treated
- Tell us if you think there is more we can do to prevent people from being exploited.

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Signed by (Director)

A handwritten signature in black ink, appearing to be "Sep 19", written over a horizontal line.

Date 23/02/2024