



Anti-Slavery Policy

1. Introduction

Modern slavery amounts to a violation of an individual's human rights. Modern slavery encompasses slavery, forced and compulsory labour, and human trafficking whereby individuals are deprived of their freedom and are exploited for commercial or personal gain as enacted in the Modern Slavery Act 2015 ('the Act').

Industrial Inkjet Limited has a zero-tolerance approach to modern slavery and is committed to preventing acts of slavery and human trafficking from occurring within both its business and supply chain, and imposes those high standards on its contractors, suppliers and other business partners. The prevention, detection, and reporting of modern slavery in any part of its business or supply chains is the responsibility of all those working for the Company or under its control. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK, and where applicable subject to DBS checks in order to safeguard employees and apprentices from any abuse or coercion. We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

This policy applies to all individuals working for the Company, including anyone providing services to the Company such as consultants, or contractors.

2. Aim

The aim of this policy is to help the Company act in accordance with the Modern Slavery Act 2015, maintain the highest possible standards of business practice, and advise individuals of the Company's 'zero-tolerance' to slavery.

Our Anti-Slavery Policy Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

3. Process

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy. You must notify your Manager or HR as soon as possible if:

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- you believe or suspect that a breach of this policy has occurred or may occur in the future
- you have any concern or suspicion that may be an issue in respect of modern slavery in any part of our business, or within the supply chains of any third-party suppliers; and / or
- you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within our own business or any part of our supply chains constitutes any of the various forms of modern slavery.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment by reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform HR immediately.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy. Breach of this policy may lead to prosecution under the Modern Slavery Act.

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