

# Anti-Slavery Policy

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Rackline Limited is a UK-based manufacturing company, and we recognise that as a commercial organisation we have a moral and social responsibility to take a zero-tolerance approach to modern slavery.

We are committed to preventing modern slavery and human trafficking in all of its forms. This policy statement is made pursuant to the requirements of the Modern Slavery Act 2015 and outlines our commitment to ensuring transparency and accountability throughout our business practices.

Modern slavery is an unquestionable and indefensible violation of fundamental human rights and is incompatible with our values and ethical standards. Our objective is to eradicate modern slavery, human trafficking, forced labour, and any form of exploitation within our operations and supply chain.

## Our Responsibilities

**Compliance:** We are committed to complying with the Modern Slavery Act 2015 and all other applicable laws and regulations related to modern slavery and human trafficking.

**Prevention:** We will take appropriate steps to prevent and minimise the risk of modern slavery and human trafficking in our operations and supply chains.

**Transparency:** We will maintain transparency in our business practices, including the disclosure of information related to our efforts in combating modern slavery and human trafficking.

**Collaboration:** We will engage and collaborate with relevant stakeholders, including employees, suppliers, customers, and industry partners, to address and combat modern slavery effectively.

We undertake due diligence when considering taking on new suppliers, and through our integrated management system procedures, will only deem a supplier as an approved supplier once we have satisfied ourselves that they can adhere to our policies and conduct themselves within the remits of UK and EU laws.

## Risk Assessment

Specifically, through our operations we are aware that there are particular areas within our supply chain that we identify as higher risk. These include suppliers of: steel, timber, plastics and sub contract labour. These suppliers are prioritised in our auditing process.

## Due Diligence

As part of our due diligence our tier 1 suppliers complete a comprehensive audit questionnaire ensuring our suppliers commitment to tackling modern slavery.

## Training

The company will ensure that all employees working in supply chain management and other relevant roles are able to identify, assess, and report any actual or suspected signs of modern slavery and human trafficking.

Any breach of this policy will be taken seriously, and we will establish confidential and accessible reporting mechanisms to encourage employees to raise concerns or report incidents related to modern slavery and human trafficking. Any concerns regarding modern slavery within our own business practices, or within our supply chain will be brought to the attention of the Managing Director as their capacity as anti-slavery and human trafficking officer for the company.

## KPI's

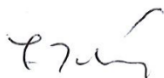
Are continually maintained detailing; known breaches, employee training and supplier compliance.

This policy will be communicated to all personnel under the company's control to ensure they understand and fully implement the company's policies and objectives and are able to perform their duties effectively through ongoing

training and development, and a review of resource needs. It will be available to all relevant interested parties upon request.

This anti-slavery policy will be reviewed at least annually to ensure it remains appropriate to the business.

**Signed:**



**Name:** Fergus Doherty, Managing Director

**Date:** June 13<sup>th</sup>, 2023