

	NAME	<u>Modern Slavery Policy</u>
	REF	PS-003-WB-UED
	ISSUE DATE	26/11/2024
	REVISION No	1
	PREPARE BY:	SM
	APPROVE	RM

Policy Statement

This statement sets out the stance that WestBank Businesses has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

WestBank Businesses has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Organisational Structure and Supply Chains

Westbank Businesses does not generally undertake any manufacturing or design work and therefore has no need to source raw materials. The company only distributes finished components which are supplied to customer specifications.

Westbank Businesses are franchised by some of the world's leading suppliers and manufactures of electrical and electronic products who work to the highest ethical standards

No reports have been received by employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified within our supply chain to date.

Modern slavery is a crime and a violation of essential human rights. The Organisation considers that modern slavery encompasses:

1. Human trafficking;
2. Forced work, through mental or physical threat;
3. Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
4. Being dehumanised, treated as a commodity or being bought or sold as property;
5. Being physically constrained or to have restrictions placed on freedom of movement.

Relevant Policies

The Organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

1. Whistleblowing policy: The Organisation encourages all workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the Organisation. This includes any circumstances that may give

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rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

2. Employees: We make it clear to employees the actions and behaviour expected of them when representing the Organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing the supply chain.
3. Suppliers: The Organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. Serious violations will lead to the termination of the business relationship.
4. Agency Workers: The Organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.
5. Employment Procedures: The Organisation has procedures in place in relation to our employment practices as follows: Robust recruitment processes in line with relevant employment law, including "right to work" document checks, contracts of employment, and checks to ensure all employees are above minimum working age.

Andrew Reeks
Operations Director

26/11/2024

Signature

