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| Version | 1 |

# Modern Slavery Policy

As an Employer, Consys have a legal obligation under the Modern Slavery Act 2015 to prevent the use of slavery, servitude and forced or compulsory labour and human trafficking and are committed to supporting fundamental human rights in our workforce and supply chain.

The Managing Director takes personal responsibility for preventing modern slavery within the business.

We are committed to acting ethically in all our business dealings and relationships and that our business partners and suppliers also act in a like manner, upholding high standards, with the aim being to stop any opportunities for 'modern slavery' occurring within our business or our supply chain.

We will make sure that we address all, and directly prohibit practices known to contribute to the risk of modern slavery; we will, therefore:

- Never use slave labour, illegal child labour or forced labour.
- Ensure that the overall terms of employment are voluntary.
- Ensure we follow all local applicable laws pertaining to minimum age requirements, wages, number of hours worked in a seven day week, overtime and benefits.
- Require that the supplier of any products, materials, or services to Consys comply with the laws regarding human trafficking and slavery in the country or countries of their origin and use.
- Ensure that we maintain awareness of our commitment to preventing modern and how to recognise the signs in the supply chain and how to raise the alarm. All staff can approach management to raise such concerns in confidence, where issues raised can be dealt with appropriately.

All management and staff are required to apply due diligence to spotting the signs of modern slavery, whether in the business or the supply chain to and bring any concerns without delay. Any purchasing, including material or labour sourcing placements or decisions that could increase the risk of modern slavery must be thoroughly analysed to ensure the risk is avoided.

All staff can also report a suspicion or seek advice by contacting the Modern Slavery Helpline confidentially on 08000 121 700. This is open 24 hours a day, 365 days a year.

Should you wish to remain anonymous you can contact Crime stoppers on 0800 555 111.

Always call 999 if there is a crime in action or immediate threat to life.

This policy will be reviewed annually, as a minimum.

Signed Tim Galvani
Managing Director
Dated 01/10/2026