

## **Record UK Limited**

# **Modern Slavery and Human Trafficking Policy**

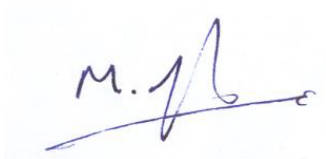
Modern Slavery is a serious crime and gross violation of fundamental human rights. It takes various forms including slavery, servitude, forced and compulsory labour and human trafficking. It is the policy of record UK Limited to conduct all of its business in an honest, transparent and ethical manner. We do not tolerate, permit or engage in modern slavery and expect all of our suppliers to act with honesty and integrity and to comply with the Modern Slavery Act 2015.

We follow the standards set out below and expect the same of all of our suppliers:

This policy applies to colleagues, sub-contractors and all of our suppliers. We expect all of our suppliers to hold their own suppliers to the same high standards.

- Pay employees with wages, overtime premiums and benefits that meet or exceed the legal requirement.
- Apply robust immigration checks during the recruitment process.
- Provide clean and safe working environments for all employees.
- Encourage employees to speak up if they believe there is slavery or human trafficking taking place by any supplier.

Our Modern Slavery and Human Trafficking policy will be reviewed on a regular basis by, or on behalf of, the Managing Director.

A handwritten signature in blue ink, appearing to read 'M. Ayton', is written over a light blue rectangular background.

**Mark Ayton**  
**Regional Director Europe North & APAC**  
**Managing Director UK**

20 March 2024