

# OP 11 - Anti-Slavery Policy

## Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Maytech has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business.

Maytech is also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

We expect the same high standards from all of our contractors, suppliers and other business partners.

## Application

This Policy applies to Maytech employees at all levels, contractors, external consultants, third-party representatives and business partners.

All members of staff are expected to:

- read, understand and comply with this Policy; and
- raise concerns with their Line Manager or HR manager. Please also refer to our OP 09 – Whistleblowing Policy about any suspicion that modern slavery might be occurring in any part of the Maytech business at the earliest possible opportunity.

Maytech aims 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.

## Responsibility

Maytech Senior Management have overall responsibility for this Policy, including ensuring that it complies with legal and ethical obligations.

HR Manager is responsible for ensuring that all staff are aware of, understand and comply with the Policy.

All staff are responsible for following the Policy to the extent that it affects their day-to-day work and in particular in respect of the reporting requirements.

HR Manager welcomes any questions or comments on this Policy and suggestions for ways in which it or procedures relating to the eradication of modern slavery might be adopted, adapted or improved.

## Breach of the Policy

In the event that Maytech has a reasonable belief that modern slavery is occurring in any part of its business, the company will:

- put in place remedial action as soon as reasonably practical with a view to ensuring that such modern slavery ceases to occur and that the victims of that modern slavery are appropriately safeguarded; and
- monitor the effectiveness of the remedial action taken including the actions taken to safeguard the victims.

Any employee who breaches this Policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct (ISMS OP 33 – Disciplinary Procedure).