



Version 3  
Up-dated 12.08.25  
To be reviewed 12.08.26

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### **Modern slavery and Human Trafficking Policy**

EBL Group is committed to driving out acts of modern day slavery and human trafficking within our business and that from our supply chains, including sub-contractors. Modern slavery encompasses slavery, servitude, human trafficking and forced labour. EBL Group 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 control in place to safeguard against any form of modern slavery taking place within the business or our supply chain. The company will not support or deal with any business knowingly involved in slavery or human trafficking.

#### **Our policies**

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
3. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

#### **Our suppliers**

EBL Group operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery, our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

The company Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within our organisation or within its supply chain.

Signature:  Managing Director