

## Introduction and Policy Statement

The Modern Slavery Act 2015 mandates large employers to prepare a slavery and human trafficking statement each financial year. Although the Appris is exempt from having to prepare this statement relating to modern slavery and human trafficking, Appris adopts zero tolerance to modern slavery and human trafficking and all forms of corruption and bribery directly and indirectly associated with these criminal acts in all their various forms and guises are a crime in the UK and much of the world and a violation of fundamental human rights.

Appris are committed to acting ethically and with integrity in all activities and business relationships and we expect our supply chain, contractors, employees, and all other business partners to commit to the same, including implementing and enforcing effective systems and controls to prevent and detect modern slavery.

## Responsibility

The trustees and directors have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all persons working for us or on our behalf in any capacity comply with it. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate training on it and the issue of modern slavery in supply chains.

## Compliance

All persons working for us or on our behalf in any capacity must:

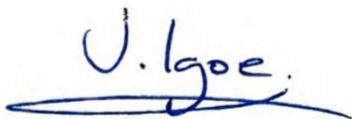
1. Read, understand, and comply with this policy, and avoid any activity that might lead to, or suggest, a breach of this policy.
2. Notify their immediate line manager as soon as possible if they believe or suspect that a conflict with this policy has occurred or may occur in the future.
3. Raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier at the earliest possible stage.

## Breaches of Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

## Ongoing Review

Appris will review both its supply chains and external operations and its internal operations on an ongoing basis to check compliance with the above policy, and to check that our policy is being implemented effectively. This policy is consistent with other organisational policies and is available to any external interested party on request. It will be reviewed annually for continuing suitability during formal management reviews.



Signed: John Igoe – Managing Director

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TO BE RETAINED AS A QUALITY RECORD	Business Owner: Managing Director	To be reviewed April 2024
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