



MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

ECS Group is committed to driving out acts of modern day slavery and human trafficking within its business and that from within its supply chains, including sub-contractors.

The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These, as well as the suppliers of services, make up the supply chain within **ECS Group**.

ECS Group are committed to the highest level of ethical standards and sound governance arrangements and sets high standards of impartiality, integrity and objectivity in relation to the stewardship of public funds and the management of its activities.

ECS Group have taken steps to ensure that slavery and human trafficking are not taking place in the business (or in any supply chain).

We call upon all organisations we engage with to influence their global supply chains by improving transparency and accountability; and together we can help the government eradicate the injustice and brutality of modern slavery and human trafficking.

We fully support the government's objectives to eradicate modern slavery and human trafficking.

Our annual statement will provide information to supplement this policy, including details of our activities and supply chains and actions we are taking to support government.

The company will not support or deal with any business knowingly involved in slavery or human trafficking.

The company Directors and senior management will take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

A full copy of this policy and a copy of the Modern Slavery Act 2015 will be accessible to all employees electronically and can be obtained from the HR department upon request.

This policy statement will be reviewed annually and published.

Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company activities.

A handwritten signature in blue ink, appearing to be 'M. Reynolds'.

Martin Reynolds
Managing Director

A handwritten signature in blue ink, appearing to be 'Mick Whyte'.

Mick Whyte
Commercial Director