

	BMS Policies	Ref:	1.2/E
	Corporate Ethics and Anti-Slavery Policy Statement	Rev:	4
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At UKRL, we recognise the importance of fair treatment in our supply chain. We are committed to strict observance of all laws and regulations for doing business, and to the pursuit of honest and fair corporate activities that conform the norms accepted in our society.

It is our policy to behave with sound corporate ethics and to require the same of our supply chain. To help achieve this, we have put in place the organisation and arrangements described in our Business Management System to ensure that we:

- Always comply with all relevant anti-slavery and human trafficking law
- Require our suppliers to comply with all applicable anti-slavery and human trafficking law
- Carry out contractual and financial activities in accordance with all relevant laws and regulations, and ensure we do not behave in a way that is perceived by society as unethical.

In addition to our own compliance, we will require our Suppliers to take action to ensure that in their own organisation and supply chain:

- There is no use of slave labour, illegal child labour, forced, bonded or compulsory labour.
- There are voluntary terms of employment
- The work place is free from discrimination, or physical or verbal harassment
- Local laws in respect of health and safety, minimum age requirements, wages, overtime, working hours and fair treatment of workers are complied with
- Employees and workers are provided with a way to express grievances without fear of reprisals
- They have and maintain their own anti-slavery policies and procedures, and where appropriate provide training to their staff about the Modern Slavery Act to ensure they comply with this Policy
- Where they have a concern, issue or suspicion about Modern Slavery or Human Trafficking in our Supply Chain, they inform us by writing to our Company Secretary at our Registered Address.

At UKRL, we understand the importance to our business of sound corporate ethics across our whole organisation. Our Board and top management are committed to making sure that our arrangements for corporate ethics and anti-slavery are effective, are resourced, and are fully and consistently implemented.



Alan Lee
Director



Darren Sharpe
General Manager