

Sigmat Ltd acknowledges internationally proclaimed human rights and is fully committed to combat slavery and human trafficking.

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. Sigmat Ltd has a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all 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 or in any of our supply chains.

Sigmat Ltd 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, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Our suppliers are required to comply with the following:

- They will not use forced or compulsory labour
- Any overall terms of employment are voluntary
- Any minimum age requirements are complied with
- Employees are compensated with wages and benefits that meet or exceed the legally required minimum and any overtime pay requirements
- Working hours are in line with the Working Time Directive
- Suppliers will not engage with any practice of slavery outside of the UK, which would constitute an offence if that conduct took place within the UK
- Any sub-contractors or supplier from whom they source goods or services, also adhere to these requirements.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, managers, office staff, agency workers, contractors, external consultants, third-party representatives and business partners.

The Board of Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

- The Chief Operating Officer has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it.
- Line managers 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.

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary.

**Modern slavery 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.



Signed..... ..

Date: 21 September 2021

**Paul Smith**  
**Managing Director**