

## **1 Modern Slavery Policy Statement**

Metanate and Schemus Ltd are committed to ensuring that modern slavery or human trafficking is not taking place within our business or supply chain. Modern slavery is a crime and a violation of fundamental human rights. Modern Slavery encompasses slavery, servitude, human trafficking and forced/bonded labour.

Both Metanate and Schemus Ltd have a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically, with integrity and transparency in all dealings, and to putting effective systems and controls in place to safeguard against any form of modern slavery within our business or supply chain. We fulfil our disclosure obligations under the Modern Slavery Act (2015).

## **2 Metanate and Schemus - Statement of Commitment**

- Our Human Resources Director and Quality Manager are designated as responsible for ensuring the commitments within this policy are adhered to.
- We ensure that labour sourcing, recruitment and worker placement processes are under the control of our Human Resources Department and Quality Management System.
- We do not allow our staff to complete any official registration documents on behalf of others.
- Our HR Director ensures that workers understand their employment contracts and contract terms and agree to these contract terms in full.
- Our Finance Department ensures that workers' wages are paid directly into their own bank accounts.

## **3 Supplier Adherence to Our Values**

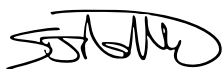
We expect all our supplier companies and their staff to comply with our values, and ask that our suppliers hold their own suppliers to the same high standards.

We reserve the right to terminate our relationship with a supplier if issues of non-compliance with our policies are discovered, and/or non-compliance is not addressed in a timely manner.

## **4 Awareness of Staff**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, we provide relevant training and information to the responsible employees. All our Directors and Managers have been briefed on the subject.

We positively encourage and support employees to report any such exploitation that may be occurring within their communities.



Managing Director