



Modern Slavery Policy

Introduction

This policy applies equally across all Supreme Group businesses (hereafter, “the Company”).

Scope

This policy applies to all Company employees and any approved 3rd party contractors operating in any capacity and location on behalf of the Company.

The Company’s aim is to use all reasonable endeavours to ensure no modern slavery or human trafficking in any form is taking place in our supply chain or in any part of our business.

What is Modern Slavery?

Modern slavery is an all-encompassing term to describe the offences of human trafficking and slavery, servitude and forced or compulsory labour, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain in a direct violation of their fundamental human rights.

The Company has a zero-tolerance approach to modern slavery within the business and supply chains and is committed to acting ethically and with integrity in all dealings and relationships. We will implement and enforce effective systems and controls to ensure that modern slavery is not taking place anywhere in the Company or within any approved, third parties operating on its behalf.

Reporting Modern Slavery and Human Trafficking Concerns

The following procedure must take place where there are any concerns that someone is a victim of modern slavery or human trafficking. The Company will ensure that, as far as is reasonably practicable and appropriate, staff are aware that victims of modern slavery or trafficking will often not self-identify. Many will present with a different issue. The following process will apply.

- 1) A concern is identified - this could be an individual(s) as a victim or perpetrator, or an individual(s) informs the Company of a concern they have;
- 2) If an individual is, or group of people are, in immediate risk of danger or harm, the police must be immediately notified on 999;
- 3) The staff member must raise concerns, in the first instance, with their line manager or HR;

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4) On receipt of information, Company senior managers will confirm next steps which could include escalating details to the authorities (e.g. the police).

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