



Wymark Limited

Runnings Road Industrial Estate
Cheltenham GL51 9NQ England
Telephone: 01242 520966
Fax: 01242 519925
Email: mail@wymark.co.uk
Registered No: 1460346 (England)

Issue 1, Effective 02/01/2018

Anti-slavery and human trafficking policy

Policy Statement

This policy applies to all persons working for us or on behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agent, contractor and suppliers.

Wymark Ltd strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring modern slavery is not taking place anywhere within our organisation or in and of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards. This policy will be made available to interested parties on written request within 30 days of receipt of the request.

Commitments

Modern slavery and human trafficking

Modern slavery is a term to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with the view to that person being exploited. Modern slavery is a crime and violation of fundamental human rights.

Commitments

We shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery.

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chains is the responsibility of all those working for us and on our behalf. Workers must not engage in, facilitate or fail to report any activity that may lead to or suggest a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- We take a risk-based approach to our contracting processes keep them under review. We assess whether circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficking labour in our contracts with third parties. Using our risk-based approach we will also assess the merits of writing to suppliers requiring them to comply with our Code of Conduct, which set the minimum standards required to combat modern slavery and trafficking.
- Consistent with our risk-based approach we may require:
 - * Employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our code of conduct
 - * Suppliers engaging workers through a third party to obtain that third party's agreement to adhere to the Code
- As part of our ongoing risk assessment and due diligence processes, we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Code of Conduct.
- If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether they might represent the best outcome for those individuals impacted by the breach to termination such relationships





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Signed: ... *MDane* Melvyn Dane

Date: 24/03/2026

Manager Director



Certificate No.FM 40035