



ANTI-SLVERY POLICY

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.

We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealing and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or supply chain.

We are also committed to ensuring there is transparency in our business and 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 our contractors and suppliers, and as part of our compulsory 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 supplier will hold their own suppliers to the same high standard.

This policy applies to all persons working for Ws2 Coatings Ltd or on behalf in any capacity, including employees at all levels, directors, agency workers, contractors and external consultants. This policy does not form part of any employee's contract of employment and we may amend it at any time.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for Ws2 Coatings Ltd or under our control. You are required to avoid any activity that might lead to, or suggest a breach of this policy.

You must notify a director or general manager as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of our business or supply chains of any supplier tier at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or that it may occur you must notify the general manager or report it in accordance of our whistle blowing policy as soon as possible. If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes an act of the various forms of modern slavery, raise it with the director or general manager.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our business or in any of our supply chains.

If you believe that you have suffered any such treatment, you should inform the general manager immediately. If the matter is not remedied and you are an employee you should raise it formally using our grievance procedure.



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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 our individuals and organisations working on our behalf if they breach this policy.