



Symology Limited (“the Company”)

Slavery, Human Trafficking and Ethical Sourcing Statement (v1.2)

Effective Date: 15 February 2023

Introduction from the Managing Director

Modern Slavery is a criminal offence under the Modern Slavery Act 2015 (the “Act”). Modern slavery can occur in various forms including servitude, forced or 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. This document sets out the policy of Symology Ltd (the “Company”) with the aim of the prevention of opportunities for modern slavery to occur within its business or supply chain. Symology will not support or deal with any business that is knowingly involved in slavery and/or human trafficking and will take steps to ensure transparency within our own business and our supply chain. This policy’s use of the term “modern slavery” has the meaning given in the Act.

Symology Ltd will proactively work to ensure the procurement of any goods, works and services are sourced ethically. Symology Ltd will ensure compliance with all UK legislation relating to Ethical Sourcing, labour and human rights good practice. This policy applies to all employees within Symology who are involved in the procurement process. Employees who are engaged in procurement activities are required to familiarize themselves with the content of this policy and other related documents. Symology will endeavour to ensure all suppliers are aware of this policy and to ensure that their employees observe it when engaged in any work with Symology Ltd.

Our policies on Slavery and Human Trafficking

As part of our culture of good governance for good business, at Symology Ltd we operate to a set of core values which reflect our relationships with our customers, suppliers, shareholders and employees. We adopt a behavioural value for all our

business relationships, reflecting our attitudes.

Given this commitment, our approach is to proactively improve our business operations and supply chain as it relates to ethical sourcing and in particular modern slavery. Symology will ensure all employees engaged in the procurement process are familiar with the policy and other related documents, to achieve this.

As part of our on-going supplier management process, we have undertaken a number of initiatives designed to help us understand and manage modern slavery risks both within our own business and our supply chain.

Compliance with the Modern Slavery and Ethical Sourcing Policy is mandatory. Leaders and key stakeholders are responsible for leading the way in implementing this policy statement and its objectives within their business areas and respective supply chains.

We set out the following steps to prevent Modern Slavery:

- Stringent vetting and investigation of our supply chain
- Continually audit and review our practices for checking all employees are paid above the minimum wage and have the right to work
- Encourage the reporting of concerns and protection of whistle blowers
- Encourage remedial action to be completed where necessary in a collaborative and non-punitive manner
- Not knowingly support or deal with any business involved in slavery or human trafficking
- Zero tolerance to slavery and human trafficking and expect our supply chain and contractors to comply with our values”

Due diligence processes for Slavery and Human Trafficking

We are 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 our suppliers, contractors and business partners. We expect our suppliers to hold their own suppliers to the same high standards.

Responsibility for the policy

The ultimate responsibility for the prevention of modern slavery rests with the Company’s leadership. The Board of Directors of the Company has overall responsibility for ensuring that this policy and its implementation comply with our legal and ethical obligations.

Actions to report modern slavery and human trafficking

Whistleblowing – an employee who suspects any instances should first contact their own line manager and if the matter is considered to be serious in nature, it will be brought to the attention of the Board of Directors.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group’s slavery and human trafficking statement for the current financial year.

MIKE BARTLETT, MANAGING DIRECTOR
Symology Limited

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Document History

Version	Date	Summary of Changes	Name
V1.1	06/09/22	Updates for document history/classification	Sacha Whipp
V1.2	16/02/23	Inclusion of Ethical sourcing	Sacha Whipp