


Modern Slavery and Human Trafficking Policy

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Document Change Control

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1.1	Put into new format	24 May 2022	ETB
2.0	Financial Year Updated	29 Jan 2025	MJ
2.1	Annual review	01 May 2025	GJW

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 01 June 2024 – 31 May 2025.

The statement sets down Sol Services Ltd commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and for management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Sol Services Ltd.

The Company currently operates in the following countries:

- United Kingdom
- France
- Belgium
- Netherlands
- Channel Islands

Responsibility for the Company's anti-slavery initiatives is as follows:

1. Policies: The office manager is responsible for creating and reviewing policies. The process by which policies are developed is by looking at best practice and adapting to the needs of the Company.
2. Risk assessments: The Office Manager is responsible for risk assessments in respect of human rights and modern slavery. Due diligence: The Office Manager is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to complete training, to ensure understanding and compliance.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations.

1. **Whistleblowing Policy** - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
2. **Company Code of Conduct** - The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.
3. **Corporate Social Responsibility (CSR) Policy** - The Company's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process include building long-standing relationships with suppliers and making clear our expectations of business partners **AND/OR** evaluating the modern slavery and human trafficking risks of each new supplier **AND/OR** invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Company Board endorses this policy statement and is fully committed to its implementation.

