



# MODERN SLAVERY POLICY

PETER DREW WORKWEAR

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.

Peter Drew Contracts Ltd fully acknowledge the principles and our responsibilities (the "Values") as provided for in the UN's International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and local laws in the jurisdictions in which we are active that reflect those provisions, such as the UK's Modern Slavery Act. These Values apply within our business and within our supply chain and include:

- Respect for the dignity of the individual.
- Recognition of the importance of each individual's human rights.
- Securing and increasing equality of opportunity and inclusion.
- Not accepting any form of discrimination, harassment or bullying.
- Not tolerating any form of slavery, human trafficking or forced or compulsory labour.

Directors

Peter Drew Contracts Ltd

These values inform all of our policies and processes related to the rights and freedoms of every person who works for us, or with us through our supply chain. We have also developed and implemented policies and processes which are intended to extend these commitments to the values through our supply chain.

The staff are trained and encouraged to report any incidence that they consider or suspect to be modern slavery to the directors of the company who will act quickly and diligently to report the incidence to the appropriate authority, without prejudice to the member of staff. Suppliers to the company must agree to conform to the same high standards and offer proof that these standards are met, allowing open access to Sedex SMETA inspection at any time. The company operates a zero tolerance policy and any supplier knowingly not conforming to these standards will be terminated indefinitely and action taken against them to the full extent of the law.