

HARDEGE LIMITED

Units 10 & 11 Spring Road Industrial Estate, Spring Road, Ettingshall, West Midlands WV4 6LF

Tel: +44 (0) 1902 354526 | Website: www.iworkwear.co.uk

Modern Slavery and Human Trafficking Policy

Hardedge Limited are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to work towards preventing slavery and human trafficking in our supply chains. The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

Whistleblowing policy

The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

Employee code of conduct

The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

Supplier code of conduct

The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship.

Recruitment/Agency workers policy

The organisation uses only specified, reputable employment agencies to source labour and works only with recruitment Modern Slavery and Human Trafficking agencies which share our commitment towards anti-slavery and the prevention of human trafficking.

Due Diligence

The organisation or its agents undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation's due diligence and reviews include:

- Mapping the supply chain broadly to assess product or geographical risks of modern slavery and human trafficking;
- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains;

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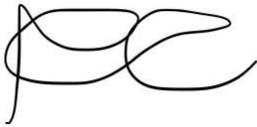
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- Reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping;
- Undertake vetting of suppliers which includes, labour standards, compliance in general, and modern slavery and human trafficking in particular;
- Invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship if deemed necessary.

Responsibility for the Policy

Ultimate responsibility for the commitment and prevention of modern slavery sits with the Board of Directors, who have overall responsibility for ensuring this policy and its implementation comply with legal and ethical obligations. This policy has been approved by the Board of Directors and will be reviewed on an annual basis.

Director's signature



Mr. M Mall

Managing Director