



## Modern Day Slavery Policy

### Introduction

Envance is 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 of our contractors, suppliers and other business partners, and as part of our contracting 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. We also expect our suppliers to hold their own suppliers to the same very high standards we adopt.

As part of our initiative to identify and mitigate risk we encourage all of our employees to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains.

Our businesses aim to encourage complete transparency and we will support anyone who raises genuine concerns in good faith under our policy.

Training on this policy and on the risk that the business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us and our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them.

This policy will be reviewed annually or when there is a change in circumstances, in work practices or the introduction of new legislation.

Signed by: Chris John

Erica Kemp

Position: Director

Director

Signature:

Date: 8th Jan 2023

Review date: 8th Jan 2024

