

## **Modern Slavery and Human Trafficking Policy**

We are committed to conducting our business ethically and responsibly. We recognise that modern slavery and human trafficking are significant global issues that can affect individuals, communities, and businesses. As part of our commitment to combating these crimes, we have developed this Modern Slavery and Human Trafficking Policy in accordance with the UK Modern Slavery Act 2015.

### **1. Prohibition of Modern Slavery and Human Trafficking**

Hydro Group strictly prohibits any form of modern slavery, forced labour, or human trafficking within our operations or supply chain. We do not tolerate any activity that exploits individuals through coercion, deception, or physical harm.

### **2. Compliance and Legal Requirements**

We are dedicated to complying with all applicable laws and regulations concerning modern slavery and human trafficking in the UK. This policy serves as our commitment to meeting the obligations set forth by the Modern Slavery Act 2015.

### **3. Responsibilities**

Responsibility for the implementation of this policy lies with all employees, including management, who must be aware of and adhere to its provisions. Our employees are encouraged to report any concerns related to modern slavery or human trafficking to their immediate line manager or HR.

### **5. Supply Chain Management**

We undertake due diligence when engaging with suppliers and business partners to ensure that they also uphold principles against modern slavery and human trafficking. Our contracts with suppliers include clauses requiring compliance with all relevant laws and regulations, including those related to modern slavery.

### **6. Risk Assessment**

We regularly assess the risks within our operations and supply chain that may lead to instances of modern slavery or human trafficking. Based on these assessments, we develop appropriate measures to mitigate and address those risks effectively.

### **7. Reporting and Investigation**

If there is any suspicion or evidence of modern slavery or human trafficking within our organisation or supply chain, we will promptly investigate the matter. If we discover any instances of non-compliance, we will take appropriate action, which may include termination of business relationships or cooperation with relevant authorities in the investigation and prosecution of offenders.

### **8. Continuous Improvement**

We are committed to continuously improving our policies and practices to combat modern slavery and human trafficking effectively. This includes engaging with stakeholders, seeking external expertise, and learning from best practices in the industry.

We will communicate our Modern Slavery and Human Trafficking Policy to all employees, suppliers, business partners, and stakeholders.

Hydro Group is dedicated to eradicating modern slavery and human trafficking from our operations and supply chain. By adhering to this policy and working collaboratively with our employees, suppliers, and partners, we aim to create a society where human rights are respected and protected.

This policy will be reviewed periodically to ensure its effectiveness and relevance in addressing the challenges of modern slavery and human trafficking.

Signed: 

Date: 31/08/23

Marc Gordon – Managing Director

Revision	Date	Description	Owner	Approver
00	31 Aug 2023	First Issue	HR Partner	Managing Director