

VOLUNTARY MODERN SLAVERY POLICY STATEMENT

November 2024

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1.1 Introduction

F&W Networks (hereinafter referred to as F&W) is committed to a zero-tolerance approach to slavery and human trafficking across our business and supply chain. We expect the same high standards from our suppliers and subcontractors. All staff and business partners are responsible for remaining vigilant to potential risks, however small, and are encouraged to report concerns, with management taking appropriate action. We require staff and suppliers to commit to compliance with this Policy.

Although not legally obligated to publish a Modern Slavery Statement under section 54 of the Modern Slavery Act 2015, we are making this voluntary statement to show that F&W is committed to ensuring that there is no modern slavery or human trafficking in any part of our business or supply chain.

1.2 Our Policies on Slavery and Human Trafficking

This Policy reflects our dedication to ethical business practices and to implementing effective controls. Our recruitment processes are transparent and thorough, with robust vetting procedures. All staff, including permanent, temporary, agency staff, and retained consultants, are required to read, understand, and comply with this Policy.

We encourage all individuals to raise concerns about potential modern slavery at the earliest possible stage, and we are committed to ensuring no one faces negative consequences for reporting in good faith.

1.3 Suppliers' and Subcontractors' Adherence to Our Values

We take steps to ensure that agreements with suppliers and subcontractors include an obligation to comply with anti-slavery standards, perform due diligence, and notify us of any instances of modern slavery. We work to resolve any breaches with suppliers and subcontractors and may terminate relationships if issues are unresolved. We also require suppliers and subcontractors to confirm compliance with anti-slavery standards, particularly those in high-risk regions or industries, and to provide certifications or reports on request.

1.4 Due Diligence

We monitor risks related to modern slavery and human trafficking within F&W and our supply chain, taking corrective actions as needed. We maintain systems to:

- Identify and assess risks in our supply chains,
- Mitigate risks among suppliers and subcontractors, and
- Monitor and address potential risk areas.

Our risk assessments are conducted at least annually, and findings are integrated into the compliance evaluations for each supplier and subcontractor. We build long-standing relationships with our suppliers and subcontractors, clearly communicate our expectations, and regularly review each partner's compliance with anti-slavery standards.

1.5 Training

To ensure awareness of modern slavery risks, we provide training to all relevant staff and require suppliers and subcontractors to train their staff on these risks as well. This training is updated regularly to address new risks and trends.

1.6 Further Steps

We are committed to continuously reviewing and improving our processes to combat modern slavery.

1.7 Monitoring and Reviewing this Statement

We monitor this policy annually, tracking KPIs such as:

- The number of employees who have received training on modern slavery risks,
- The number of suppliers and subcontractors assessed for modern slavery risk, and
- Any incidents reported and their resolutions.

1.8 Transparency

This statement is provided as a voluntary demonstration of F&W's commitment to ethical standards, as we strive to support a transparent and socially responsible business environment.

Effective Date: 1st November 2024

Last Updated: 1st November 2024

Approved by the Chairman: 31st October 2024