

## MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

AMP005 Version 1.2 June 2023

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Arinite Limited recognise that modern slavery is a significant problem in workplaces, and we wish to contribute to its eradication.

When we engage new consultants or office staff, we hold face-to-face interviews and follow up references.

Because our associates and consultants are required to represent us to clients, we ensure that they are professionally competent, qualified, and able to make their own decisions. We make payments directly to individuals by bank transfer, and never through an intermediary.

All work on client projects, and all contact with clients, occurs either with an Arinite Limited Director, a nominated consultant, or a nominated sub-contractor.

All sub-contractors are assessed by Arinite's Operations Director who is aware of modern slavery issues and alert to them. For all new subcontractors we will complete the Arinite Pre-Qualification Questionnaire AF050, and added questions about modern slavery and human trafficking.

In carrying out audits for our clients we are often required to assess the competence of their employees or subcontractors. If our associates and consultants become suspicious that workers may be under duress or illegally employed, they are required to inform Arinite's Operations Director.

We have informed our associates and consultants on the clues to look for when working with clients.

Our Operations Director is responsible for the application of this Policy.

Arinite Limited will review this policy annually or sooner if knowledge changes.

### Policy Review

This Policy Statement and all relevant systems documentation will be reviewed by the Managing Director and managers at least annually and after any significant change to knowledge or the scale or nature of Arinite's operations.

Signed: .....  ..... Date: 30<sup>th</sup> June 2023

**Next Review Due: June 2024**

Reviewed by **Michele Jarvis** MSc DipNEBOSH FIIRSM CMIOSH MIIAI AIFSM