



# Modern Slavery & Human Trafficking Policy

Version : 1.0

Effective Date : 21<sup>st</sup> May 2025

Review Date : 20<sup>th</sup> May 2026

Approved By : Luke Mochrie (Director)

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## 1. Policy Statement

Cinder Solutions Ltd (“the Company”) is committed to conducting all aspects of its business in an ethical and responsible manner. We have a zero-tolerance approach to modern slavery, human trafficking, and forced labour. This policy sets out our commitment to preventing such practices in our operations, supply chains, and wider business activities.

Modern slavery encompasses slavery, servitude, forced or compulsory labour, and human trafficking. We expect all individuals and businesses we work with to uphold these principles.

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## 2. Scope

This policy applies to:

- All employees, directors, and officers of Cinder Solutions Ltd.
- All suppliers, subcontractors, and business partners providing goods or services to the Company.
- All operations and activities conducted by or on behalf of Cinder Solutions Ltd in the UK and overseas.

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## 3. Our Commitments

Cinder Solutions Ltd is committed to:

1. **Compliance:** Acting in accordance with all applicable laws relating to modern slavery and human trafficking, including the UK Modern Slavery Act 2015.



2. **Supply Chain Responsibility:** Conducting due diligence on suppliers and ensuring contracts include clauses prohibiting modern slavery practices.
3. **Training & Awareness:** Providing training to employees on identifying risks of modern slavery and the steps to take if concerns arise.
4. **Reporting & Whistleblowing:** Encouraging all employees, suppliers, and stakeholders to report any suspicions or concerns through our whistleblowing channels without fear of retaliation.
5. **Continuous Improvement:** Regularly reviewing policies, practices, and supply chain controls to mitigate the risk of modern slavery.

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#### **4. Roles & Responsibilities**

- **Directors:** Ensure that the Company complies with legal obligations and that resources are allocated to implement this policy.
- **Supervisors/Managers:** Identify and assess potential risks in business operations or supply chains and escalate concerns.
- **Employees:** Follow this policy and report any suspected cases of modern slavery or human trafficking.

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#### **5. Due Diligence**

To minimise the risk of modern slavery, Cinder Solutions Ltd will:

- Conduct risk assessments of our suppliers and subcontractors.
- Require written assurances that suppliers comply with ethical labour practices.
- Terminate relationships with suppliers who fail to meet our standards.

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#### **6. Reporting Concerns**

If you suspect that modern slavery or human trafficking is occurring in any part of our business or supply chain, you should report it immediately to:

##### **Whistleblowing Contact:**

- Colin Eate, Supervisor
- Email: [admin@cindersolutions.net](mailto:admin@cindersolutions.net)
- Phone: +44 (0) 8002 707 505

All reports will be treated confidentially and investigated promptly.



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## **7. Monitoring & Review**

This policy will be reviewed annually, or more frequently if required by changes in legislation or business practices. Updates will be communicated to all staff and suppliers.

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## **8. Approval**

This policy has been approved by:

**Director:** Luke Mochrie

**Date:** 21<sup>st</sup> May 2025

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**Cinder Solutions Ltd is committed to ensuring that modern slavery and human trafficking do not occur in any part of our business or supply chains. All staff and suppliers are expected to uphold the principles set out in this policy.**