

At **Envar**, we are committed to upholding the highest standards of business conduct in all aspects of our business operations, including our supply chain management. We recognise our responsibility to engage with suppliers who act lawfully and ethically. We are committed to ensuring our people and our supply chain partners do not participate in any form of slavery, human trafficking, forced labour, child labour, and debt bondage, collectively known as Modern Slavery within our operations.

To achieve our commitments, together, we will:

Enable awareness and reporting:

- Ensure that our employees are trained in understanding and managing the risk of Modern Slavery within our supply chains.
- Encourage our employees, suppliers, and delivery partners to report any concerns related to Modern Slavery through the appropriate channels.

Risk assess and work with our supply chain:

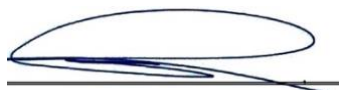
- Conduct risk assessments to identify potential areas of Modern Slavery within our operations and supply chains. This includes assessing the risks associated with our suppliers, geographic locations, and industry sectors.
- Implement due diligence processes to regularly evaluate suppliers and delivery partners. This includes assessing their adherence to anti-slavery and labour rights standards.
- Ensure our suppliers and contractors demonstrate their commitment to combatting Modern Slavery and will have contractual requirements, which include being subject to audits or evaluations as necessary.

Review and continuously improve:

- Review periodically and update as necessary to reflect changes in legislation, best practices, or our business operations.

This policy is to be readily available to our employees, delivery partners, workplace visitors, customers, and other stakeholders.

My signature below is a sign of my commitment to the contents of this policy.



Luke Rowland
Managing Director
02/04/2024