

Modern Slavery and Human Trafficking Policy Statement

Purpose

This policy sets out Complete M&E Services (CMES) LTD's commitment to preventing modern slavery and human trafficking in our operations and supply chains. We adopt a zero-tolerance approach to all forms of modern slavery and are committed to acting ethically and with integrity in all business dealings.

Scope

This policy applies to all employees, officers, contractors, suppliers, and business partners working on behalf of [Your Company Name] or within our supply chain.

Our Commitment

We are committed to:

- Ensuring there is no modern slavery or human trafficking in any part of our business or supply chains
- Acting transparently and responsibly in all business relationships
- Implementing and enforcing effective systems and controls to mitigate risks
- Complying with all applicable laws, including the UK Modern Slavery Act 2015

Risk Assessment and Due Diligence

We assess and manage risks of modern slavery by:

- Conducting due diligence on suppliers and business partners
- Evaluating high-risk areas in our operations and supply chains
- Including anti-slavery provisions in supplier contracts where appropriate

Supplier Expectations

We expect all suppliers and partners to:

- Comply with all applicable anti-slavery and human trafficking laws
- Ensure transparency within their own supply chains
- Implement their own policies and controls to prevent modern slavery
- Notify us immediately if they become aware of any breaches

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Training and Awareness

We provide training and guidance to employees to ensure they understand:

- The risks of modern slavery and human trafficking
- How to identify and report concerns
- Their responsibilities under this policy

Reporting Concerns

Employees and stakeholders are encouraged to report any concerns related to modern slavery or human trafficking. Reports can be made confidentially through:

- Line management
- HR department
- [Whistleblowing Contact / Email]

We will ensure that no individual suffers retaliation for raising concerns in good faith.

Breaches of This Policy

Any breach of this policy by employees may result in disciplinary action, up to and including termination of employment.

We may terminate relationships with suppliers or partners who fail to comply with this policy.

Monitoring and Review

We regularly review and update this policy to ensure its effectiveness and alignment with legal and regulatory requirements.

Approval

This policy has been approved by senior management and will be reviewed annually.

Approved by: Steve Whiteley

Managing Director

Complete M&E Services (CMES) LTD

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