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| Title: Anti-Slavery / Human trafficking | |  |
| Date: 05/04/2019 | Issue No: 1 | |
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NorDan UK Ltd

Policy Statement

- 1.1 Modern slavery is a crime and a violation of fundamental human rights, it takes various forms, such as slavery, forced labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. NorDan has a zero tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships.
- 1.2 NorDan is committed to ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chains, consistent with our discourse obligations under the Modern Slavery Act 2015. NorDan expects all of our suppliers, contractors and business partners to adhere to this Act and in turn apply the same high standards to their suppliers and contractors.
- 1.3 This Policy applies to all persons working for NorDan or on our behalf in any capacity including employees at all levels, Directors, Agency workers, Contractors, external consultants.

Responsibility

- 2.1 The directors of the company have responsibility for ensuring that this policy complies with our legal and ethical obligations
- 2.2 The HSEQ manager has primary responsibility for implementing this policy, monitoring its use and effectiveness, auditing the internal controls in place and ensuring their effectiveness
- 2.3 Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy.

Communication and awareness

- 3.1 This Policy will be communicated to all employees through the company intranet site and in the employee's handbook that is given to all staff.
- 3.2 NorDans approach to Modern Slavery will be communicated to all suppliers and contractors

Breaches of this Policy

- 4.1 Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct.
- 4.2 Any supplier or contractor found to be in breach of this policy will have their relationship with NorDan terminated.

Signed: 

Managing Director
NorDan UK Ltd

Dated: 09/06/2021