

Policy Statement

MODERN SLAVERY

Our vision is to be the world's most trusted support services company, trusted by our people, our customers, our suppliers, and investors in equal measure. This vision gives clear guidance on the behaviours and actions we expect from all the people and organisations that work with Carlisle Support Services. We choose to engage and partner with like-minded organisations because they recognise people should be treated with dignity and respect.

We do not believe there is any place in today's world for slavery or human trafficking. We are committed to continually improving our practices to combat slavery and human trafficking and to encourage the same high standards from our supply chain and other business partners.

We purchase a wide range of products and services from our supply chain, including IT hardware, software, and telecommunications; vehicles; office furniture, equipment, and supplies; utilities; travel services; and training services.

Carlisle Support Services' *Supplier Code of Conduct* reflects our responsibility to act ethically and with integrity in all our business relationships, including our commitment to combating human trafficking and slavery. We believe our highest areas of potential risk are within our supply chain, and in the provision of agency labour.

In order to mitigate and manage our risk the following activities are undertaken:

- Our Modern Slavery Policy is available to all employees
- We provide mandatory modern slavery training to all existing employees, which is refreshed annually
- We have advised employees on how they can report any concerns they may have associated with modern slavery and reminded all employees of our confidential whistleblowing helpline if they wish to make an anonymous report
- Our significant suppliers complete an ethical questionnaire and we take a risk-based approach by undertaking audits on those where we consider the exposure to be greatest; if a problem is identified we will work together with the supplier to address any areas of concern, and if necessary, will remove them as a supplier
- We review our policies and procedures regularly, not only to ensure they remain relevant, but also to assess our progress.

This policy applies to all locations of Carlisle Support Services and their suppliers.

Carlisle Support Services is committed to developing and adopting a proactive approach to tackling hidden labour exploitation and to driving out acts of modern-day slavery and human trafficking within our business and supply chain.

This includes our Labour Providers, Contractors, Suppliers, and Sub-Contractors.



Paul Evans
Chief Executive Officer