

# Modern Slavery Statement

Slavery and Human Trafficking Statement for Adaptavist Holdings:

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 for the financial year ending in December 2019.

Modern Slavery is a criminal offence and a gross violation of individual's human rights. Slavery and human trafficking refer to situations where one person has taken away another person's freedom – their freedom to control their body, their freedom to choose to refuse certain work or to stop working by threats, violence, coercion, abuse of power and deception. Modern slavery includes the crimes of human trafficking, slavery and slavery like practices such as servitude, forced labour, forced or servile marriage, the sale and exploitation of children, and debt bondage.

Adaptavist Holdings along with all their subsidiary companies and affiliates take a zero-tolerance approach to the issue of modern slavery. We are committed to ensuring that modern slavery is not taking place in any part of our business, our suppliers and our subcontractors. Adaptavist Holdings acts ethically and with integrity in all of its business dealings and enforces effective systems to ensure that modern slavery is not taking place both within the business and within its supply chains.

Adaptavist Holdings recognises the provisions of the UDHR (Universal Declaration of Human Rights) and maintains full transparency within the business in accordance with the disclosure obligations in the Modern Slavery Act 2015. We take the following steps to ensure that we remain compliant with legislation:

- We will ensure that all newly hired personnel are aware of this statement and the declarations made herein.

We expect that our suppliers and partners adopt these measures or measures similar to these in order to ensure that they are compliant with both domestic legislation and all the provisions of declarations ratified by the United Kingdom.