Anti-Modern Slavery Policy

Reset AP LTD

Effective Date: 31/03/25

Review Date 31/03/26

1. Purpose

Reset AP LTD is committed to preventing modern slavery and human trafficking in all aspects of our business operations and supply chains. We recognise our responsibility to ensure that modern slavery, including forced labour, human trafficking, and other forms of exploitation, has no place in our business or our supply chains. This policy outlines our commitment to ethical business practices and sets out the measures we take to prevent and address modern slavery.

2. Scope

This policy applies to all employees, contractors, suppliers, and business partners working with or on behalf of Reset AP LTD, regardless of their location. It covers all business activities and relationships within our organisation and supply chain.

3. Definition of Modern Slavery

Modern slavery refers to the exploitation of individuals through:

- Forced labour – Work performed under threat or coercion.
- Human trafficking – The recruitment, transportation, transfer, harbouring, or receipt of people for the purpose of exploitation.
- Debt bondage – Work to pay off a debt that is impossible to repay.
- Child labour – The use of children in work that deprives them of their childhood, education, or is harmful to their health or wellbeing.
- Exploitation – The act of treating people unfairly for personal or financial gain.

4. Commitment and Principles

Reset AP LTD is committed to the following principles:

- Zero Tolerance – We have a zero-tolerance approach to modern slavery and human trafficking in any form.
- Transparency – We will operate with transparency in our business and supply chains, conducting thorough due diligence where appropriate.
- Accountability – We expect all employees, contractors, and business partners to act responsibly and report any concerns about modern slavery.
- Continuous Improvement – We will regularly review and improve our practices to mitigate the risk of modern slavery.

5. Responsibilities

Management:

- Ensure that effective systems and controls are in place to prevent modern slavery.
- Provide training and resources to increase awareness of modern slavery risks.
- Investigate and address any reports of modern slavery promptly and effectively.

Employees:

- Report any suspicions or evidence of modern slavery through established reporting channels.
- Adhere to company policies and practices designed to prevent modern slavery.

Suppliers and Contractors:

- Comply with all applicable anti-slavery laws and regulations.
- Provide evidence of compliance with anti-slavery measures upon request.
- Allow audits and inspections to ensure compliance with anti-slavery requirements.

6. Due Diligence and Risk Assessment

We will conduct regular due diligence to assess the risk of modern slavery within our business and supply chain by:

- Mapping our supply chains to identify high-risk areas.
- Screening new suppliers and partners for modern slavery risks.
- Requiring suppliers to confirm adherence to our anti-slavery policy.
- Monitoring compliance and addressing any breaches through corrective action.

7. Training and Awareness

We will provide regular training to employees and management to ensure they understand:

- The risks of modern slavery and how to identify them.
- The process for reporting concerns about modern slavery.
- Their responsibilities under this policy.

8. Reporting and Whistleblowing

Employees, suppliers, and third parties are encouraged to report any concerns related to modern slavery through the company's confidential whistleblowing procedure. Reports will be treated confidentially and investigated promptly. No employee or worker will suffer retaliation for reporting concerns in good faith.

9. Monitoring and Review

This policy will be reviewed annually and updated as necessary to reflect changes in legislation and business practices. Compliance with this policy will be monitored, and breaches may result in disciplinary action, termination of contracts, or legal action.

Approved by: Karen Birch

Date: 31/03/25

This policy reflects Reset AP LTD's commitment to ethical business practices and the elimination of modern slavery and human trafficking in all its forms.

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