



ARDEN DIES

# Arden Dies Limited

## Arden Slavery and Human Trafficking Statement

Slavery and Human Trafficking remains a hidden blight on global society. Everyone in the Company has a responsibility to be alert to the risks, however small, in the business and in the wider supply chain.

This policy applies to everyone working for the Company or on its behalf in any capacity, including employees, directors, agency workers, contractors and suppliers.

The Company strictly prohibits the use of modern slavery and human trafficking in its operations and supply chain. The Company has, and will continue to be committed to, implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within the Company or in any of its supply chains.

The Company expects its suppliers to hold their own suppliers to the same high standards.

### Commitments

The Company has a zero-tolerance approach to slavery and human trafficking and expects all those in its supply chain and contractors to comply with its values. The Company is committed to:

- engaging with its stakeholders and suppliers to address the risk of modern slavery or human trafficking in the Company's supply chain or in any part of its business; and
- acting ethically and with integrity in all business relationships and taking reasonable steps to ensure slavery and human trafficking are not taking place in any business or organisation that the Company has any sort of a business relationship with.

As part of our initiative to identify and mitigate risk the Company has in place systems to encourage the reporting of concerns and the protection of whistleblowers.

### Due Diligence Processes

The Company uses the following key performance indicators to measure how effective it has been to ensure that slavery and human trafficking is not taking place in any part of its business or supply chains:

- Use of labour monitoring, right to work documentation and payroll audits.
- Maintaining a level of communication and personal contact with the next link in the supply chain to ensure their understanding of, and compliance with, the Company's expectations.
- Regularly reviewing supply chain policies, codes of conduct and working practices to show commitment.

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### Training

The management team are responsible for compliance within their respective departments and in their supplier relationships and have been trained accordingly. All employees receive an induction into the business where our policies, procedures and expectations are outlined.

### Reporting Suspicions of Slavery

Employees can report any suspicions of slavery either through the Company's Whistleblowing Policy or externally to the Modern Slavery Helpline:

[www.modernslaveryhelpline.org/](http://www.modernslaveryhelpline.org/)  
or telephone 0800 0121 700.

### Signature

Signed

Name Martin Poynter

Position Managing Director

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's slavery and human trafficking statement.

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