

HUMAN TRAFFICKING AND ANTI-SLAVERY POLICY

Purpose and Scope

This policy applies to all employees, directors, agency workers, contractors, consultants, suppliers, subcontractors and any other parties acting on behalf of Inspectahire Instrument Company Ltd. It applies to all business activities undertaken by the Company within the United Kingdom and internationally.

Although Inspectahire Instrument Company Ltd. is not currently required to publish an annual Modern Slavery Statement under Section 54 of the Modern Slavery Act 2015, the Company fully supports the objectives of the Act and voluntarily maintains this Human Trafficking and Anti-Slavery Policy. We are committed to preventing modern slavery, forced labour, child labour and human trafficking within our own operations and throughout our supply chain.

Inspectahire Instrument Company Ltd. operates a zero-tolerance approach towards all forms of modern slavery and is committed to conducting business ethically, with integrity and in compliance with all applicable legislation.

Responsibilities

The Managing Director has overall responsibility for ensuring that Inspectahire Instrument Company Ltd. complies with this policy and continues to uphold the principles of the Modern Slavery Act 2015.

The Quality Assurance Manager is responsible for maintaining and reviewing this policy, promoting awareness throughout the organisation, supporting supplier due diligence activities and monitoring the effectiveness of the Company's arrangements.

Managers are responsible for ensuring that employees understand their responsibilities under this policy, promoting ethical working practices and escalating any concerns promptly.

All employees, agency workers, contractors, consultants and any other persons working for or on behalf of the Company are expected to comply with this policy, remain vigilant to the risks of modern slavery, human trafficking, forced labour and child labour, and report any actual or suspected breaches without delay.

Modern Slavery

Modern slavery encompasses exercising ownership over a person (slavery), imposing an obligation on a person through coercion (servitude), forced or compulsory labour and human trafficking. Human trafficking involves arranging or facilitating the travel of a person with the intention of exploiting them.

Child labour involves the exploitation of children through work that deprives them of their childhood, education, dignity or development, or that is physically, mentally, socially or morally harmful.

Inspectahire Instrument Company Ltd. strictly prohibits all forms of modern slavery, forced labour, child labour and human trafficking within its operations and supply chain.

Ethical Business Practices

The Company's Code of Conduct on Ethical Trading sets out the standards expected of our suppliers, subcontractors and business partners in relation to:

- Compliance with applicable legislation
- Prevention of forced labour and child labour
- Fair terms and conditions of employment
- Wages and employee welfare
- Health and safety
- Environmental responsibility
- Ethical business conduct

We expect all suppliers and subcontractors to operate in accordance with these principles and applicable legislation.

Due Diligence

Inspectahire Instrument Company Ltd. adopts a proportionate, risk-based approach to reducing the risk of modern slavery, human trafficking and forced labour within its own operations and supply chain.

Our due diligence arrangements include, where appropriate:

- Supplier approval and evaluation processes
- Vendor questionnaires and supplier declarations
- Assessment of supplier capability and compliance
- Monitoring supplier performance through our Approved Supplier Management Process
- Investigation of concerns relating to unethical labour practices
- Review of supplier performance as part of continual improvement activities

Where evidence of non-compliance is identified, the Company will investigate the matter and implement appropriate corrective action. Where necessary, this may include requiring corrective actions from the supplier or terminating the business relationship.

Reporting Concerns

Any employee, contractor, supplier or other person acting on behalf of Inspectahire Instrument Company Ltd. who suspects or becomes aware of modern slavery, forced labour, human trafficking or child labour must report their concerns immediately to their Line Manager, the Quality Assurance Manager or the Managing Director.

All reports will be treated seriously, investigated appropriately and handled as confidentially as possible. No employee or individual acting in good faith will suffer any detriment for raising a genuine concern regarding suspected modern slavery or unethical labour practices.

Monitoring and Compliance

Compliance with this policy is monitored through:

- Supplier evaluations and performance reviews
- Internal audits
- Management Reviews
- Corrective and Preventive Action processes
- Continual Improvement activities
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Any identified concerns will be investigated promptly, and appropriate corrective action will be implemented where necessary.

The Company will only conduct business with organisations that demonstrate an appropriate commitment to ethical working practices or are actively taking verifiable steps towards achieving compliance.

Employees undergo appropriate pre-employment checks in accordance with UK employment legislation. The Company does not knowingly employ anyone below the legal minimum working age.

Awareness and Training

Inspectahire Instrument Company Ltd. provides employees with information and guidance regarding modern slavery and human trafficking as part of its induction and ongoing compliance arrangements.

Personnel involved in procurement, supplier management and contract management receive additional guidance where appropriate to help identify potential indicators of modern slavery within the supply chain.

Refresher communications and policy reviews are undertaken periodically to reinforce awareness, responsibilities and reporting procedures.

Continual Improvement

Inspectahire Instrument Company Ltd. is committed to continually improving its arrangements for preventing modern slavery and human trafficking. Lessons learned from supplier evaluations, audits, customer requirements, legislative changes and management reviews are used to strengthen our policies, procedures and supply chain controls.

Policy Review

This policy will be reviewed at least annually, or sooner where legislative, organisational or operational changes occur, as part of the Company's document control process to ensure its continuing suitability, adequacy and effectiveness.

Authorised by:


Cailean Forrester (Jul 31, 2026 12:59:33 GMT+1)

Name: Cailean Forrester

Title: Managing Director

Date: 31/07/2026

(This policy is reviewed annually)

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Final Audit Report

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