

## **ANTI SLAVERY POLICY STATEMENT**

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Pabulum is taking, has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

At Pabulum we have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, agency workers, subcontractors, seconded workers, contractors, external consultants, third-party representatives and business partners.

### **Due Diligence process**

The Board directs for 2019/20:

- Make our staff aware of the Modern Slavery Act 2015 through routine bulletins (Head of People).
- Contact suppliers and partners to check what assurance arrangements are in place (Sales and Marketing Director).
- Commence a revision of our major procurement contracts to include compliance with the legislation (Procurement Manager).

February 2019