



**Anti-Slavery Policy [R7M-HR-POL-002 Rev C0 20240306]**

This policy statement outlines Red7Marine's commitment to understanding and addressing potential risks related to modern slavery within its operations and supply chains. Our goal is to ensure that no slavery or human trafficking exists in our business or in the businesses we work with.

Modern slavery encompasses various forms of exploitation, including slavery, servitude, forced or compulsory labour, and human trafficking. We take a firm stance against modern slavery and are dedicated to conducting our business with integrity, transparency, and ethical practices, in compliance with the Modern Slavery Act 2015.

We hold our suppliers, contractors, and business partners to the same high standards. Identifying potential victims of modern slavery can be challenging, as the crime can be concealed in various ways. However, we recognize our responsibility to ensure that workers are not exploited, and that they are working in safe conditions and in accordance with relevant laws and standards.

We engage only with reputable employment agencies and conduct thorough due diligence before accepting workers from any new agency. This policy applies to all individuals working for or on behalf of the Company, including employees, directors, officers, agency workers, agents, contractors, consultants, and business partners.

Responsibility for ensuring compliance with this policy rests with the Board of Directors, who oversee its implementation. Line Managers are tasked with ensuring that those under their supervision understand and adhere to this policy.

Every employee has a responsibility to prevent, detect, and report instances of modern slavery within our business or supply chains. Anyone who suspects a breach of this policy is encouraged to report it to their line manager or through our Whistleblowers Policy. Concerns can also be raised directly with the government's Modern Slavery Helpline.

We value openness and will support anyone who raises genuine concerns under this policy, even if they are mistaken. We are committed to ensuring that no one faces reprisals for reporting suspicions of modern slavery.

Our zero-tolerance approach to modern slavery is communicated to all our suppliers, contractors, and business partners. Breaches of this policy may result in disciplinary action for employees or termination of commercial relationships for suppliers, contractors, or business partners involved in modern slavery.

Signed:

A handwritten signature in black ink, appearing to read "Kristen Branford".

*Kristen Branford*  
20240306

Position in Company: Managing Director

Date: 20240306