

Modern Slavery– Policy Statement

Gem Cable Solutions Ltd operates internationally across the supply chain, manufacturing and sales distribution. We directly employ a large number of people internationally and maintain relationships with many different organisations. We are committed to acting ethically and with integrity in all our business dealings. We sum this approach with the words 'We take care'. This is the essence of our brand - our central organising principle and we use it to guide everything that we do.

We are committed to opposing modern slavery in all its forms and we expect the same attitude from all other organisations with which we do business.

The Company realises that slavery and human trafficking can occur in many forms, such as forced labour, child labour, domestic servitude, sex trafficking and workplace abuse.

We will ensure that everyone in our business and our business partners know our behavioural standards. We will avoid doing business with those who do not accept our values and who may contravene our policy. This policy supplements other existing policies and documents to provide guidance and transparency for all employees. These include (but are not limited to):

- Ethical behaviour policy
- Sustainability and environmental policies
- UK Bribery Act policy
- CIPS Code of Conduct for Purchasing Professionals
- Public Disclosure (whistleblowing) policy

The Directors and Senior Management have the responsibility for implementing this policy and its objectives and will allocate resources (people, training, time) as required. We will regularly review, report on and update this policy.

Risk Assessment And Due Diligence

We recognise modern slavery can happen anywhere, which is why we will provide all budget holders and financial decision makers with awareness training. However, we recognise our extended supply chains present the greatest levels of risk. Our ethical approach to business infers that we prefer to source as locally as possible. However, we recognise our supply chains are inevitably international by nature and can, therefore, be challenging to manage.

We invest in relationship management throughout the Company so that we can foster long-term relationships with suppliers and contractors to understand their business, regularly visiting and reviewing key suppliers and mitigating risks where appropriate.

We will amend all relevant documentation (including supplier/contractor contracts and general purchasing terms and conditions) to include clauses pertaining to modern slavery and risk factors.

Signed on behalf of **Gem Cable Solutions Ltd**

Authorised by: Steven Jack
Position: Managing Director
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