

Anti-Modern Slavery Statement

At Prosperon, we are committed to upholding the highest ethical standards in all aspects of our operations. One critical aspect of our ethical commitment is the eradication of modern slavery from our supply chains and business practices.

We conduct thorough due diligence to ensure that our suppliers and partners share our dedication to human rights and fair labour practices. This diligence includes assessing the risk of modern slavery within our supply chain, conducting regular audits, and collaborating with industry organisations and experts to stay informed about best practices. Our employees play a vital role in this endeavour, as we believe that awareness and vigilance are crucial in the fight against modern slavery.

Together, we can work to create a world where every individual is treated with dignity and respect, free from the violation of slavery in any form.

- We encourage all employees to report on any matters relating to slavery or human trafficking in our supply chains, should they become aware of any concerns.
- Employees are encouraged to raise a grievance or use the whistleblowing procedures to report any concerns internally.
- We are committed to treating our staff ethically and fairly, ensuring all employees receive at least the national minimum wage or national living wage as set by law, reflecting our dedication to responsible and lawful employment practices. This commitment also extends to our contractors (for example, on-site contractors such as cleaning staff).
- Investigations into Modern Slavery will be investigated by HR and Business Operations.

Ensuring compliance with an Anti-Modern Slavery is crucial in combating violation of human rights and maintaining ethical business practices.

To achieve compliance, Prosperon implements a multi-faceted approach. Firstly, clear communication and training are essential, ensuring that all employees and stakeholders are aware of the policy, its implications, and the legal obligations. Regular audits and due diligence in supply chains will be conducted to identify and mitigate any potential risks of modern slavery.

Key stakeholders will ensure that the policy obligations are met during procurement and auditing processes.

Prosperon has a robust grievance and whistleblowing mechanism that allows individuals to report concerns confidentially without fear of reprisal. Furthermore, collaboration with relevant authorities and industry groups, as well as public reporting on the steps taken to prevent modern slavery, demonstrates our commitment to ethical practices.

Sanctions for breach of the policy may include disciplinary action within the Company's disciplinary procedures. Prosperon endeavours to foster a culture of transparency, accountability, and continuous improvement, essential in maintaining compliance with an Anti-Modern Slavery Policy.

In addition to our Anti-Modern Slavery Policy, we provide annual training and awareness to our employees to empower them to identify and report any potential instances of modern slavery. We firmly believe that by taking a proactive stance against modern slavery, we can contribute to eradicating this abhorrent crime and creating a more just and equitable society for all.