

## MODERN SLAVERY POLICY 2024



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## MODERN SLAVERY & CHILD LABOUR POLICY

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SIGNED



“Slavery is theft - theft of a life, theft of work, theft of any property or produce, theft even of the children a slave might have borne”

### KEVIN BALES

Co-founder and former president of Free the Slaves, the US sister organization of Anti-Slavery International, the world's oldest human rights organization.

### PURPOSE

The purpose of this policy is to ensure that consistent and fair treatment is given to all employees. Elite Office Furniture (UK) Ltd endeavors to safeguard our employees and those employed in our supply chain from slavery and child labour.

### SCOPE

This policy is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed periodically.

### DEFINITIONS [referenced from [www.antislavery.org](http://www.antislavery.org)]

**Human trafficking:** The use of violence, threats or coercion to transport, recruit or harbor people in order to exploit them for purposes such as forced prostitution, labour, criminality, marriage or organ removal.

**Forced labour:** Any work or services people are forced to do against their will, usually under threat of punishment.

**Debt bondage/bonded labour:** The world's most widespread form of slavery. People trapped in poverty borrow money and are forced to work to pay off the debt, losing control over both their employment conditions and the debt.

**Descent-based slavery:** where people are born into slavery. A very old form of slavery, where people are treated as property, and their “slave” status has been passed down the maternal line.

**Child slavery:** When a child is exploited for someone else's gain. This can include child trafficking, child soldiers, child marriage and child domestic slavery.

**Forced and early marriage:** When someone is married against their will and cannot leave. Most child marriages can be considered slavery.

**Domestic servitude:** Domestic work and domestic servitude are not always slavery, and when properly regulated can be an important source of income for many people. However, when someone is working in another person's home, they may be particularly vulnerable to abuses, exploitation, and slavery, as they might be hidden from sight and lack legal protection.



### POLICY

#### Modern Slavery

Elite acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions set out in the Modern Slavery Act 2015. Elite understands that this requires an ongoing review of both its internal practices in relation to its work force and, additionally, its supply chains.

Elite does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. No labour provided to Elite in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Elite strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation.

#### Child Labour

Elite Office Furniture commits to not using child labour and to ensuring that we do not employ anybody under the age of 16. If anybody under the age of 18 is employed, then they do not partake in hazardous or heavy work except for the purpose of training.

Elite ensures that all employees are here because they choose to be and are not under threat of punishment or penalty should they chose not to be employed by the company any longer.

#### Supply Chain

Elite considers its main exposure to the risk of slavery, human trafficking and child labour to exist within the activities of our suppliers and the suppliers of their raw materials. This is because, on occasion, they involve the provision of labour in a country where protection against breaches of human rights may be limited. To reduce the risk of this exposure, Elite ensures that its suppliers share its core beliefs and labour requirements. Suppliers are required to complete a 'Supplier Evaluation Questionnaire' or a 'International Supplier Evaluation Questionnaire', depending on the location of the supplier. This is completed prior to on commencement of any contracts and periodically during the course of the business relationship.

#### Exposure

Overall, Elite considers its exposure to slavery, human trafficking, and child labour to be extremely low. Nonetheless, it has taken the above steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

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