

Type: HR Document	Procedure Reference: NA		
Title: Modern Slavery Policy	Annex n°: NA	ENG	Page 1 of 1
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1 Policy Statement

- 1.1 The aim of this policy is to outline Roxane UK's strict adherence to the *Modern Slavery Act 2015* and its commitment to eliminating modern slavery, human trafficking, forced labour and similar human rights abuses.
- 1.2 This policy should be read in conjunction with Roxane's *Ethical Trade Policy* and *Whistleblowing Policy*.

2 Reporting

- 2.1 All employees are actively encouraged to report any potential cases of modern slavery to their line manager:
 - 2.1.1 If an employee does not feel comfortable doing so, for whatever reason, they may report it to another member of the Management Team.
 - 2.1.2 Should an employee wish to submit an anonymous report, they may do so by using the Roxane UK anonymous submission QR code displayed prominently around our sites or through the whistleblowing hotline.
- 2.2 Upon receiving a report, line managers are obligated to escalate the issue to the Plant Manager of their site:
 - 2.2.1 If the Plant Manager is unavailable, line managers are obligated to escalate the issue to the UK Director.
- 2.3 No employee shall face ill-will or be subjected to any form of discrimination by virtue of submitting a report, regardless of its merits or eventual outcome.
- 2.4 All reports must be thoroughly investigated by the Plant Manager or by somebody with a comparable level of investigatory competence:
 - 2.4.1 All findings from these investigations must be submitted to the UK Director who will decide the appropriate action to be taken, should the investigation merit action.

3 Monitoring

- 3.1 Roxane UK will provide appropriate, in-house training and awareness information to all employees.
- 3.2 Members of the Management Team will be provided more comprehensive training to ensure they are competent in identifying the signs associated with modern slavery, human trafficking and forced labour.
- 3.3 Regular supplier audits will be conducted in accordance with the *Ethical Trade Policy*.