

Modern Day Slavery & Human Trafficking

Statement & Policy 2018

Modern Slavery is a crime and violation of a persons fundamental Human Rights. There are many forms of Modern Slavery such as: Slavery, Servitude, Forced Labour and Human Trafficking. All of which deprive a person of their liberty for personal or commercial gain.

Farol Ltd. is committed to ensuring that no acts of Modern Day Slavery or Human Trafficking occur within its business or supply chain. Farol Ltd. acknowledges responsibility within the Organisation and with suppliers of goods and services to the Organisations.

- Farol Ltd. will not support or deal with any business or person knowingly involved in Modern Day Slavery or Human Trafficking.
- We will assess our supply chain and to strive towards low risk or consider alternative sources/suppliers/products or where there is scope to improve, to avoid unacceptable risks.
- This means we must be aware of specific environmental, social and economic issues associated with a product's production process and where necessary we will draft social, economic and environmental criteria for inclusion within the specification. We aim to identify and deal with the risk of serious activity such as fraud, corruption, bribery and modern slavery, and to achieve visibility over complex and deep supply chains and support ethical trade initiatives.
- As a sign of our commitment to ensuring that acts of modern slavery and human trafficking are not present in our own operations and those of our suppliers, contractors or business partners we require all such parties to confirm in writing their compliance with the Modern Slavery Act 2015 on an annual basis, and to confirm that acts of modern slavery, human trafficking, exploitation of works and use of child labour are not present in their business or supply chain.
- Farol Ltd. reserve the right to terminate any relationship / contract with an individual or business if they breach this Policy or are believed to be involved in Modern Slavery or Human Trafficking.
- Although the Directors have responsibility for the Management of this Policy, the Policy applies to everyone working for or on behalf of Farol Ltd. and includes: Directors, Managers, Officers, Employees, Casual or Agency Workers, Contractors, and Consultants etc.
- All employees / representatives of Farol Ltd. are required to avoid any activity that might relate to Modern Slavery or Human Trafficking.
- You must inform Farol Ltd. immediately if you suspect a person or a business is involved with Modern Slavery or Human Trafficking.

- If you suspect that this Policy has been breached you must notify a member of Management immediately. We aim to be open in our dealings and encourage this; we will support any person who raises a genuine concern, even if it turns out to be mistaken.
- You may face disciplinary proceedings if you are found to be in breach of this policy.

Signed on behalf of Farol Ltd.



Name: Matthew Vellacott, Managing Director

Date: July 2018

Review Date: July 2019