

BMB UNION DOO

Anti Modern Slavery Policy

Contents

1. Policy statement.....	2
2. Responsibility for this policy.....	2
3. Compliance with this policy.....	2-3
4. Breaches of this policy.....	3

1. Policy statement

- 1.1. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We are committed to acting ethically and with integrity in our business dealings and relationships and are committed to preventing modern slavery in our own business and to helping prevent modern slavery in our supply chains.
- 1.2. This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels.
- 1.3. This policy does not form part of any BMB Union employee's contract of employment and we may amend it at any time.

2. Responsibility for this policy

- 2.1. The managing director has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.
- 2.2. The managing director is responsible for ensuring those reporting to them understand and comply with this policy.

3. Compliance with this policy

- 3.1. The prevention, detection and reporting of modern slavery in any part of our business is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.
- 3.2. You must notify your manager (or your main point of contact at BMB Union, if you are a supplier) as soon as possible if you believe or suspect that a breach of this policy has occurred, or may occur in the future.
- 3.3. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business at the earliest possible stage.

- 3.4. If you believe or suspect a breach of this policy has occurred or that it may occur you must notify your manager (or your main point of contact at BMB Union, if you are a supplier) as soon as possible.
- 3.5. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment by BMB Union as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Chief People Officer immediately.

4. Breaches of this policy

- 4.1 Any employee who breaches out this policy will face disciplinary actions, which could result in dismissal for misconduct or gross misconduct.
- 4.2 We may terminate our relationship with other individuals and organizations working for us or on our behalf (including suppliers) if they breach this policy