

Blackthorn.

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

Blackthorn. ("us", "we", "our") is a UK based business with global reach. We are committed to upholding ethical and socially responsible practices. We have a zero-tolerance approach to modern slavery (slavery, exploitation, forced or compulsory labour) and human trafficking as documented within our Code of Business Conduct and Ethics. We ensure there is transparency in our own business endeavours and those of our partners/suppliers when contracting with us.

Our Supply Chain

Our supply chain is proportionate for our business needs and regulatory requirements. We undertake appropriate due diligence on our supply chain to help assess, identify, prevent, and mitigate modern slavery and human trafficking risks.

Our Commitment

- We are committed to raising awareness of human trafficking among our employees through training initiatives and wider team communication.
- We set out ethical standards we expect of staff in our Staff Handbook, which aims to foster a safe and inclusive working environment for our staff.
- We integrate anti-human trafficking clauses within contracts formed with suppliers and clients and seek adherence to our statement.
- We will report any suspected cases of human trafficking to the appropriate UK authorities in accordance with legal requirements.
- We will ensure all reports are investigated thoroughly and confidentially.
- We will cooperate fully with law enforcement investigations into human trafficking.
- We have a confidential Whistleblowing Policy for all aspects of our business.
- We have a Risk Management Policy that helps clarify the process for identifying, analysing, and evaluating a risk.
- We will remain vigilant by monitoring news and reports for information on human trafficking trends in the UK and globally.

Additional Resources

- The National Crime Agency's Modern Slavery and Human Trafficking Unit: <https://www.nationalcrimeagency.gov.uk/what-we-do/crime-threats/modern-slavery-and-human-trafficking>
- The UK Government's Modern Slavery Helpline <https://www.modernslaveryhelpline.org/> : 0800 00 10 25
- The UK Government's support to victims of Modern Slavery [Modern slavery: how to identify and support victims - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/support-to-victims-of-modern-slavery)
- Anti-Slavery International: <https://www.antislavery.org/>

