

Policy Statement by the Firstpointprint Clerkenwell which is the trading name of Vanadu Limited.

1. Policy Statement

- 1.1 Slavery is illegal and a violation of human rights. There are many forms of Modern Slavery including; forced labour, child labour, exploitation, being controlled by an employer, debt bondage, being physically constrained, being sold or treated as a commodity and having restrictions on freedom of movement. These acts involve a person losing their freedom by being exploited by another for personal or commercial gain.
- 1.2 Vanadu Limited, has a zero-tolerance approach to Modern Slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships. We will take all measures to ensure Modern Slavery is not taking place within our own business and supply chains.
- 1.3 We are committed to ensuring our business is transparent, as such we will comply with the disclosure obligations under the Modern Slavery Act 2015.
- 1.4 Vanadu Limited expects our contractors, suppliers and other business partners to uphold high standards in all business practices; as part of the contracting processes, we include prohibitions against the use of staff sourced from forced, compulsory or trafficked labour, anyone held in slavery or servitude. Vanadu Limited expects its suppliers to hold these high standards.
- 1.5 Vanadu Limited will be in contact with relevant suppliers as the need arises to ensure they comply with the Modern Slavery Act 2015.
- 1.6 This policy also applies to all persons working for, Vanadu Limited, in any capacity. This includes but does not limit the policy applicability to; employees, agency workers, temporary staff, agents, contractors, external consultants, third-party representatives and business partners.
- 1.7 This policy does not form part of any employee's contract of employment and we reserve the right to amend it at any time.

2. Responsibility For The Policy

- 2.1 The Directors of Vanadu Limited have overall responsibility for ensuring this policy complies with its legal and ethical obligations, and that all those under their control comply with it.
- 2.2 The Directors of Vanadu Limited have primary responsibility for implementing this policy. This includes responsibility for monitoring its use and effectiveness, and for updating the policy to reflect any changes in legislation.
- 2.3 Vanadu Limited employees are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to the Directors.

3. Compliance with the Policy

- 3.1 All suppliers and employees must ensure that they have read, understood and will comply with this policy.
- 3.2 Vanadu Limited employees have a responsibility to report any indication of Modern Slavery in any part of the business or supply chains they are involved with. Employees are required to avoid any activity that might lead to a breach of this policy, and the Modern Slavery Act 2015.
- 3.3 Employees must notify a Director as soon as possible if they believe or suspect that, a conflict with, or breach of this policy has occurred, or may occur, in the future.
- 3.4 Suppliers are required to comply with our Anti Slavery and Human Trafficking policy in order to have a continuing relationship with Vanadu Limited.

4. Communication and Awareness of this Policy

- 4.1 This policy is made available to all employees, suppliers, contractors and business partners and is also available on the Firstpointprintec1.london website.

5. Breaches of this Policy

- 5.1 Any employee who breaches this policy may face disciplinary action. Which could result in action up to dismissal.
- 5.2 We may terminate our relationship with suppliers and any other associates working with Vanadu Limited if they breach this policy.

Dominic Morrissey, Director
Vanadu Limited