



Slavery and Human Trafficking Policy

It is Sycous's policy to conduct all of its business in an honest, transparent and ethical manner. We take a zero-tolerance approach to modern slavery and human trafficking within our organisation and its supply chains and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate.

Sycous has published an anti-modern slavery and human trafficking policy which is available to all of our team. All our relevant team members are currently undergoing awareness training with particular focus on those involved in procurement or with responsibility for supply chain management so that they can recognise signs of slavery and human trafficking.

We have reviewed our contractual arrangements with suppliers as well as our due diligence procedures, to ensure that such suppliers are aware that they are obliged to comply with the Modern Slavery Act ('Act'). New and existing suppliers are required by us to complete a detailed questionnaire and also to provide evidence to show compliance to the Act. We have also incorporated compliance with the Act in our audits of suppliers and partners.

All of our team members receive no less than the prescribed minimum wage and we apply robust immigration checks, and expect the same standards from our suppliers.

Review and agreement

This policy is agreed by the board of Sycous who agree to review this policy and arrangements on an annual and more frequent basis, as necessary, to maintain our commitments.

Signed

A handwritten signature in black ink that reads "M. T. Hall".

Matthew Hall (Responsible Director)

Date

20th July 2021

