

We are proud of the steps we have taken to combat slavery and human trafficking at Cage Point LLC. We have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains and we expect the same high standards from all our contractors, suppliers, and other business partners.

## **OUR POLICIES**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Code of Standards of Business Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Our policies include guidance on how to recognize signs of abuse, including slavery, human trafficking, forced labor and domestic servitude among our customers and clients and how to respond to and escalate any concerns.

## **DUE DILIGENCE FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk we require new suppliers to complete a self-assessment Pre-Qualification Questionnaire, which includes questions targeted at slavery and human trafficking risk. This PQQ is used to determine the risk profile of suppliers for supplier sustainability issues. Suppliers completing a self-assessment questionnaire are also expected to provide evidence to support their responses to address areas such as discrimination, freedom of information, forced labour and child labour. Also as part of this new supplier process, all suppliers are required to sign up to our Supplier Code of Conduct.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains
- Protect whistle blowers

## **SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics, we have in place rigorous selection, due diligence and processes which help ensure our suppliers and

their supply chains are slavery free. On an annual basis, approved suppliers are required to confirm by sending us a copy of their continued compliance with our Code of Standards of Business Conduct, including their commitment to anti-slavery and human trafficking.

As part of our Supplier Risk Assessment process and ongoing monitoring of our supply chain, we carry out regular reviews to ensure suppliers are assessed and the information held on our supply base is kept up to date. This may include supplier audits dependent on the nature of the goods or services being provided and on the industry sector in which the supplier operates. The frequency of these audits are dependent on the risk profile of the supplier. For those suppliers deemed to be high risk, a standard approach to auditing is adopted which focuses on interviewing the management and employees to identify any worker exploitation in areas such as recruitment, pay, entitlements, treatment, accommodation, and grievance mechanisms. If an audit reveals risks of modern slavery, this could result in termination of the supplier's contract.

We encourage anyone, including colleagues, subcontractors, suppliers, customers, and clients to report in good faith any issue or concerns about potential unethical business practices, such as fraud and bribery or slavery and human trafficking.

As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labor, or anyone held in slavery or servitude, whether adult or children.