

STANDARD OPERATING PROCEDURES**Doc:** 2.05**Title:** Modern Slavery Policy**Responsible Department:**

Quality Assurance

1. INTRODUCTION

Blackline Safety is committed to preventing and combating modern slavery and human trafficking in all its forms. This policy outlines our commitment to comply with the UK Modern Slavery Act 2015 and sets out the steps we have taken to ensure that slavery and human trafficking are not taking place in our business or in our supply chains.

2. ORGANIZATIONAL STRUCTURE

Blackline Safety operates globally and recognizes the importance of ethical and responsible business practices. We are dedicated to promoting human rights, equality, and fair labour practices throughout our operations.

3. POLICY STATEMENT

Blackline Safety has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all our business dealings and relationships. We will ensure transparency in our own business and in our approach to tackling modern slavery throughout our supply chains.

4. DUE DILIGENCE

- 4.1. Supply Chain Assessment: Blackline Safety conducts regular assessments of its supply chains to identify and assess potential risks of modern slavery and human trafficking.
- 4.2. Risk Mitigation: Where identified, Blackline Safety will take steps to mitigate the risk of slavery and human trafficking in its supply chains. This may include re-evaluating relationships with high-risk suppliers.

5. EMPLOYEE AWARENESS AND TRAINING

- 5.1. Training: All employees receive training on the signs of modern slavery, its impact, and their responsibilities under this policy.
- 5.2. Communication: We communicate our commitment to preventing modern slavery internally and externally, ensuring that stakeholders are aware of our efforts.

6. REPORTING AND WHISTLEBLOWING

- 6.1. Reporting Mechanism: Blackline Safety encourages the reporting of any concerns related to modern slavery. Reports can be made confidentially and without fear of retaliation.
- 6.2. Whistleblowing Protection: Whistleblowers will be protected from any detrimental action taken against them as a result of reporting in good faith.

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Blackline Safety is committed to continuous improvement in our anti-slavery efforts. We regularly review and update our policies and procedures to ensure their effectiveness and relevance.

8. COMPLIANCE AND MONITORING

This policy is reviewed annually and updated as necessary to ensure compliance with the UK Modern Slavery Act and other relevant legislation. Compliance is monitored by our Ethics and Compliance Committee.

9. APPROVAL AND COMMUNICATION

This policy is approved by the executive leadership team and communicated to all employees, suppliers, and other relevant stakeholders. A copy of the policy is made available on our website.

10. REVIEW

This policy will be reviewed annually to ensure its effectiveness and relevance. Changes may be made as necessary to address new challenges and developments in the field of modern slavery and human trafficking.

By implementing this policy, Blackline Safety is committed to eradicating modern slavery and human trafficking from its operations and supply chains, fostering a culture of ethical conduct and social responsibility.

Signed:**Chief People Officer****Dated:** 14/03/2024**UNCONTROLLED WHEN PRINTED**www.blacklinesafety.com**Effective Date:** 13/03/2024**Rev:** Initial**Pages:** Page 2 of 2