



SOLUTIONS2

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

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Reviewed

October 2025

1.0 General Policy Statement

Solutions2 is committed to ensuring that we operate our business in an ethical and responsible manner. We recognise that modern slavery is a crime and a serious violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking. This policy sets out our approach to preventing and addressing modern slavery and human trafficking.

1. We have a zero-tolerance approach to modern slavery and we are committed to respecting the dignity and integrity of all individuals across all our operations and supply chains.
2. We conduct due diligence to identify and assess the risk of modern slavery and human trafficking in our own business and in any of our supply chains. This includes implementing and enforcing effective systems and controls to ensure modern slavery is not taking place.
3. We expect all of our suppliers to comply with this policy and the Modern Slavery Act 2015, and to take all necessary measures to ensure that modern slavery and human trafficking do not occur in their operations and supply chains.
4. We are committed to transparency and will report on our progress in preventing modern slavery and human trafficking in our annual reports. This is consistent with our disclosure obligations under the Modern Slavery Act 2015. We also encourage our employees and stakeholders to report any concerns about modern slavery or human trafficking in our operations and supply chains. We will investigate all reports and take appropriate action to address any concerns.
5. We will provide training to all employees and relevant suppliers on our policy and on the risks and impacts of modern slavery and human trafficking.
6. We are committed to continuously improving on our policies and practices to ensure that we meet our commitment to preventing modern slavery and human trafficking. To that end we will be engaging with the GCS Social Sustainability Tracker and undertaking awareness training covering Modern Slavery during 2024/25.

We believe that by adhering to this policy, we can make a significant contribution to preventing modern slavery and human trafficking in our operations and supply chains. We are committed to complying with the Modern Slavery Act 2015 and all other relevant laws and regulations, and to continuously improving our policies and practices in order to meet this commitment.

This policy applies to all persons working for Solutions2 or on our behalf in any capacity, including (but not

exclusively): employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners, wherever they may be located.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

Signed:

A handwritten signature in black ink, appearing to read 'Marija Erzen', written over a horizontal line.

Marija Erzen

Director

Date:

3 November 2025

2.0 – Responsibility for this Policy

- 2.1 Director Marija Erzen has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.
- 2.2 Marija Erzen has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.
- 2.3 Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are provided with adequate and regular communications on it and the issue of modern slavery in supply chains.
- 2.4 You 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 person responsible for this policy.
- 2.5 This policy will be subject to annual reviews overseen by Marija Erzen.

3.0 – Compliance with this Policy

- 3.1 All employees, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, business partners and academic partners must ensure that you read, understand and comply with this policy.
- 3.2 The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to a breach of this policy.
- 3.3 You must notify your manager as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future.
- 3.4 You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.
- 3.5 If you believe or suspect a breach of this policy is occurring, has occurred or that it may occur you must notify a manager and report it soon as possible.
- 3.6 If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager, or if it is not appropriate to do so, with the Director Marija Erzen.
- 3.7 We aim to encourage openness and will support anyone who raises genuine concerns in good

faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of any form is or may be taking place in any part of our organisation or in any of our supply chains.

Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe you have suffered any such treatment, you should inform the Chief of Staff immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Procedure.

4.0 – Communication and Awareness of this Policy

- 4.1** Raising awareness and training on this policy, on the risks Solutions2 faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary.
- 4.2** Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

5.0 – Breaches of this Policy

- 5.1** Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- 5.2** We may terminate our relationship with other individuals and organisations working on our behalf if they are found to be in breach of this policy.

We ensure that this policy is effectively communicated to all employees, suppliers, and sub-contractors, and is easily accessible to the general public.