



## modern day slavery act 2015

“we’re committed to acting ethically and with integrity throughout all of our business including supply chains”

Nick Hewitt  
Managing Director

This Modern Day Slavery Policy reflects our commitment inline the Modern Day Slavery Act 2015 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 within our supply chain even though our turnover at present is less than the £36m threshold where reporting is required.

This Policy considers and supports the policies, procedures and requirements documented in our Management Systems which are certified to ISO 9001: 2015, ISO 14001:2015 and ISO 45001:2018. Flexiform is committed to ensure that all employees are treated with respect and dignity, are working under their own free will, and are being properly compensated for their effort.

As Flexiform only employs staff in the UK, all our employees are employed under the local laws relevant in this country. However, we are aware that some our wider supply chain can and does employ people outside the UK, so our policy also takes this into account and ensures:

- That all employees are over the legal age of employment in the UK.
- That all employees work without any coercion of any kind or in any other environment where employees are forced to work against their will.
- All employees are properly compensated for their work and are not threatened with compensation being withheld.
- Flexiform refrains from engaging with any suppliers or vendors that cannot demonstrate an aligned commitment to Anti-Forced labour and Bonded Labour as the policy within Flexiform.
- All suppliers and vendors must ensure that all employees are over the legal age of employment in any country in which they operate and in any circumstances are not to be under the age of 15.
- Employment contracts and other records, documenting all relevant details of the employees, including age, are always maintained and are open to verification by any authorised personnel or relevant statutory body.
- All employees are age-checked prior to any employment commencing as part of the overall identity and security vetting that we carry out on all employees.

Flexiform ensures that this policy is understood and communicated at all levels of the company and that it is regularly reviewed by the Leadership Team to ensure its continuing suitability and relevance to our activities.