

Modern Day Slavery Policy



Effective Visual Marketing Limited recognises that slavery and human trafficking remains a hidden blight on our global society. The aim of the Company is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them.

We are committed to ensuring that there is no modern day slavery or human trafficking in our supply chains or in any part of our business. Our AntiSlavery Policy Statement 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.

This Policy takes into account, and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001: 2015. The implementation and operation of this management system underlines our commitment to this policy statement. Disciplinary procedures will be invoked where this policy has been breached. Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company activities

The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways (but not limited to):-

- ▶ More stringent vetting and investigation of our supply chain (contractors, sub-contractors, policies, contracts etc.).
- ▶ Continually audit & review our practices for checking all employees are paid at least the minimum wage and have the right to work.
- ▶ We encourage the reporting of concerns and the protection of whistle blowers.
- ▶ The company will not knowingly support or deal with any business involved in slavery or human trafficking.
- ▶ We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our groups slavery and human trafficking statement.

2nd April 2023
Date: _____
Signed: Paul Fenlon
Location: Thornliebank, Glasgow
Name: PAUL FENNON
Position: MANAGING DIRECTOR