



# MODERN SLAVERY POLICY

M&E Solutions is committed to conducting business responsibly and ethically. This includes ensuring that our operations and supply chains are free from modern slavery and human rights violations. We recognise the importance of protecting the rights and dignity of all individuals and are dedicated to preventing any form of slavery, forced labor, underage labor, human trafficking, and other deprivations of civil liberties within our sphere of influence.

## Scope

This policy applies to all employees, contractors, suppliers, and partners of M&E Solutions, across all operations and projects.

## Policy Statement

- **Zero Tolerance:** M&E Solutions adopts a zero-tolerance approach to modern slavery in all its forms. We are committed to acting ethically and with integrity in all our business dealings.
- **Supply Chain Due Diligence:** We will undertake due diligence to identify, prevent, and mitigate risks of modern slavery in our supply chain. This includes evaluating potential suppliers and contractors and continuously monitoring existing ones.
- **Compliance with Laws:** We comply with the Modern Slavery Act and all other relevant laws and regulations regarding the prohibition of modern slavery and human trafficking.
- **Training and Awareness:** We will provide training to our staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and business.
- **Reporting Concerns:** We encourage anyone (including employees, subconsultants, suppliers, and clients) to report in good faith any issues or concerns about potential ethical, human rights, legal, or regulatory violations, including modern slavery, in any part of our business or supply chains.
- **Whistleblower Protection:** We protect those who raise concerns from detrimental treatment as a result of their reporting in good faith.
- **Regular Review and Auditing:** Our internal teams will regularly review and audit our practices and supply chains to ensure compliance with this policy.
- **Corrective Actions:** If modern slavery is detected within our supply chain, we will take appropriate actions, which may include terminating our relationship with those suppliers.

## Responsibility and Implementation

This policy is the responsibility of senior management at M&E Solutions, who will ensure its implementation, enforcement, and compliance. All managers and employees are expected to uphold the principles of this policy and report any suspected breaches.

## Review and Update

This policy will be reviewed regularly and updated as necessary to ensure it remains effective in preventing modern slavery in our business and supply chains.

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Peter Valeontis - Director

Handwritten signature of Paul Grabham in blue ink.

Paul Grabham - Director