



## **ADMINISTRATION**

### **MODERN SLAVERY POLICY**

#### **1. Policy Statement**

Contract Solutions Scotland Ltd., is committed to ensuring that modern slavery, in any form, including slavery, servitude, forced or compulsory labour, and human trafficking — has no place in our business operations or supply chains.

We fully support the principles of the Modern Slavery Act 2015 and take a zero-tolerance approach to any form of modern slavery or human rights abuse.

#### **2. Scope of the Policy**

This policy applies to:

- All employees, agency staff, contractors, and temporary workers.
- All suppliers, subcontractors, and third-party service providers.
- All locations and operations under the control of Contract Solutions Scotland Ltd.

#### **3. Our Commitments**

We will:

- Act with integrity and transparency in all business dealings.
- Conduct due diligence on suppliers, particularly those operating in high-risk sectors or regions.
- Include anti-slavery and human trafficking clauses in relevant supplier contracts.
- Assess and manage the risk of modern slavery in our supply chain.
- Provide training and awareness to employees where appropriate.
- Encourage the reporting of concerns related to modern slavery and protect whistleblowers.

#### **4. Supply Chain and Risk Management**

As a precision engineering company, we recognise potential risks in:

- The sourcing of raw materials and metals.
- The procurement of chemical products (e.g. plating line chemicals).
- Outsourced or subcontracted manufacturing or assembly work.

To mitigate these risks, we:

- Work with trusted, reputable suppliers who share our values.
- Request supplier declarations of compliance where appropriate.
- Review supplier practices where there is potential exposure to modern slavery risks.

#### **5. Reporting and Whistleblowing**

We encourage employees and partners to speak up if they suspect any form of modern slavery or unethical labour practices within our business or supply chain.

Reports can be made confidentially to:

- Robert Duncan (Managing Director)

All reports will be investigated promptly, and action taken as appropriate. No employee will suffer retaliation for raising concerns in good faith.



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#### **6. Training and Awareness**

All relevant staff will be made aware of:

- The signs of modern slavery and trafficking.
- How to respond to and report any concerns.
- The importance of ethical procurement and fair working practices.

#### **7. Policy Review**

This policy will be reviewed annually, or as required by changes in legislation or company operations.

**R DUNCAN**  
**Managing Director**

A handwritten signature in black ink, consisting of a stylized 'R' followed by a long horizontal line extending to the right.

**ISSUED: 30.04.2026**  
**REVIEW: 30.04.2027**