



## Berks Insulation Limited

### Modern Slavery Policy

#### 1. Purpose

The purpose of this Modern Slavery Policy is to demonstrate Berks Insulation's commitment to preventing modern slavery and human trafficking in all its forms within its operations and supply chains. We are dedicated to promoting ethical practices and ensuring that our business activities do not contribute to these serious violations of human rights.

#### 2. Scope

This policy applies to all employees, contractors, and third parties engaged with Berks Insulation, including suppliers and business partners.

#### 3. Policy Statement

Berks Insulation has a zero-tolerance approach to modern slavery. We are committed to acting ethically and transparently in our business dealings and ensuring that our supply chains are free from exploitation and abuse.

#### 4. Definitions

- **Modern Slavery:** Encompasses slavery, servitude, forced and compulsory labour, and human trafficking.
- **Human Trafficking:** The illegal trade of humans for the purposes of forced labour, sexual slavery, or commercial sexual exploitation.

#### 5. Responsibilities

All employees are responsible for understanding and adhering to this policy. Managers are required to promote awareness and ensure compliance within their teams.

#### 6. Recruitment and Employment Practices

We are committed to fair recruitment practices and ensuring that all employees are employed voluntarily and receive fair wages. We will:

- Conduct thorough background checks on potential employees.
- Ensure that all employment contracts comply with legal requirements and include clear terms and conditions.

#### 7. Supply Chain Management

We will actively assess and manage our supply chain to identify and mitigate risks related to modern slavery. This includes:

- Conducting due diligence on suppliers to ensure compliance with ethical standards.
- Including clauses in supplier contracts that prohibit modern slavery and require compliance with relevant laws.

#### 8. Training and Awareness

Berks Insulation is committed to raising awareness of modern slavery among its employees. We will provide training to ensure that all staff understand:

- The signs of modern slavery.
- The procedures for reporting concerns.

### **9. Reporting Concerns**

Employees who suspect or identify any instances of modern slavery or human trafficking must report their concerns immediately to their line manager or the HR department. All reports will be treated confidentially, and whistleblowers will be protected from retaliation.

### **10. Monitoring and Review**

This policy will be reviewed annually to ensure its effectiveness and compliance with the Modern Slavery Act 2015 and other relevant legislation.

Director

Mohammad Ali

A handwritten signature in black ink, appearing to be "M. Ali", written over a circular stamp or mark.

Dated: 03/03/2026