

Modern Slavery Policy

1. Introduction

Flowhire Ltd is committed to preventing modern slavery and human trafficking in all aspects of our business operations. We recognise our responsibility to uphold ethical practices and ensure that slavery, servitude, forced labour, and human trafficking have no place in our supply chain or workplace.

2. Our Commitment

We are dedicated to:

- Complying with the **Modern Slavery Act 2015** and all relevant UK legislation.
- Ensuring fair and ethical treatment of all employees, contractors, and suppliers.
- Conducting due diligence to identify and mitigate risks of modern slavery.
- Providing training to employees on recognizing and reporting concerns.

3. Employment Practices

We uphold strict recruitment policies to ensure:

- All employees have the legal right to work in the UK.
- No worker is subjected to forced labour, coercion, or exploitation.
- Fair wages and working conditions are maintained in line with UK employment laws.

4. Supply Chain Responsibility

We expect our suppliers and partners to:

- Adhere to ethical labour practices.
- Provide transparency in their operations.
- Implement policies to prevent modern slavery within their own supply chains.

5. Reporting & Compliance

Employees and stakeholders are encouraged to report any concerns regarding modern slavery. Reports can be made confidentially, and appropriate action will be taken.

- I. **Internal Reporting** – Employees are encouraged to report concerns confidentially through designated channels, such as a whistleblowing hotline or direct reporting to management.
- II. **External Reporting** – If modern slavery is suspected, reports can be made to the **Modern Slavery Helpline (0800 0121 700)** or online through the government’s reporting service.

6. Review & Continuous Improvement

This policy will be reviewed annually to ensure effectiveness and compliance with evolving regulations.

For further guidance, you can refer to the UK government’s official resources on modern slavery compliance.