

## Modern Slavery Policy

Modern slavery can take many forms; it is a complex and multi-faceted problem. The Modern Slavery Act 2018 covers four key criminal activities:

- Slavery: where ownership is exercised over an individual.
- Servitude: involves the obligation to provide service imposed by coercion.
- Forced and compulsory labour: all work or service, not voluntarily performed, which is obtained from an individual under the threat of force or penalty.
- Human trafficking: involves arranging or facilitating the travel of another with a view to exploiting them.

**Complete Asset Management Solutions (Complete AMS)** is committed to limiting the risk of modern slavery occurring within its own business, infiltrating its supply chains or through any other business relationship. We are dedicated to ensuring that modern slavery does not take place at any point during our business or supply chains. **Complete AMS** expects all who have, or seek to have, a business relationship with **Complete AMS** to familiarise themselves with this policy and to act in a way that is consistent with its values.

### Our response to Modern Slavery

- All employment with the Company is voluntary.
- The Company does not use or condone, child or forced labour in any of its operations or premises and works to ensure these practices are not present in its workforce or supply chain.
- The Company does not tolerate any form of unacceptable treatment of workers, including but not limited to the exploitation of children, physical punishment or abuse, or involuntary servitude.
- The Company abides by all laws and regulations regarding pay practices and the classification of employment according to job level and status.
- Where the Company is made aware of modern slavery practices in its own business or within its supply chain, the Company will investigate all claims.
- The Company provides training with the aim of educating all workers on signs that could indicate modern slavery.

- This Policy will be used to underpin and inform any statement on modern slavery that the Company is required to produce, because of legislative requirements in which the Company operates.

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**Kane Watkins**  
**Managing Director**

**Date: 22 April 2021**