

## Modern Slavery Policy

We are committed to ensuring that modern slavery and human trafficking have no place in our operations or supply chains. This Modern Slavery Policy outlines our commitment to preventing modern slavery and our responsibility to uphold ethical standards throughout our business practices.

### Organisational Structure and Scope:

This policy applies to all employees, contractors, suppliers, and stakeholders associated with MIX&VEND. We expect our employees and business partners to adhere to the principles and practices outlined in this policy to prevent modern slavery and human trafficking.

### Policy Statement:

We are dedicated to acting ethically and with integrity in all our business dealings. We have zero tolerance for modern slavery, including forced labour, child labour, human trafficking, and other forms of exploitation. We are committed to upholding the highest standards of human rights and labour practices throughout our operations.

### Due Diligence Processes:

We implement due diligence processes to identify and assess the risk of modern slavery in our supply chains and operations. We conduct regular risk assessments to evaluate the potential for modern slavery and human trafficking and take appropriate measures to mitigate these risks. We expect our suppliers and business partners to share our commitment to combating modern slavery and to implement their own due diligence processes.

### Supplier Engagement:

We engage with our suppliers and business partners to ensure they understand and comply with our expectations regarding modern slavery. We have clear guidelines and requirements in place, which are communicated to our suppliers and reflected in our contractual agreements. We actively encourage suppliers to adopt and implement their own modern slavery policies.

### Reporting and Whistleblowing:

We encourage all employees, suppliers, and stakeholders to report any concerns or suspicions related to modern slavery or human trafficking. We have established channels for reporting such concerns, and we treat all reports with the utmost seriousness. Whistleblowers will be protected from retaliation, and appropriate action will be taken to investigate and address reported incidents.

### Training and Awareness:

We provide training and awareness programs to our employees to ensure they understand the risks associated with modern slavery and human trafficking. We educate our employees on the indicators of modern slavery, their responsibilities, and the steps they should take if they suspect or encounter such practices. We also strive to raise awareness among our suppliers and business partners.

#### Continuous Improvement:

We are committed to continuously improving our practices to prevent modern slavery and human trafficking. We regularly review and update our policies, procedures, and due diligence processes to align with evolving best practices and legal requirements. We collaborate with relevant stakeholders and industry organisations to share knowledge and enhance our collective efforts in combating modern slavery.

#### Compliance and Monitoring:

We are committed to complying with all applicable laws, regulations, and international standards related to modern slavery and human trafficking. We monitor our compliance with this policy and conduct regular reviews to ensure its effectiveness. We engage independent auditors, where necessary, to assess our compliance and identify areas for improvement.

We are committed to preventing modern slavery and human trafficking in all our operations and supply chains. Through this Modern Slavery Policy, we aim to raise awareness, promote ethical practices, and ensure that our business activities uphold the principles of human rights, dignity, and fairness. By working together with our employees, suppliers, and stakeholders, we can make a significant impact in eradicating modern slavery.

If you have any further questions or concerns regarding this modern slavery policy, please do not hesitate to contact us via webform at [www.mixandvend.co.uk](http://www.mixandvend.co.uk).

Signed



Amal John-Charles

Company Director, June 2024

