	Anti-slavery and Human Trafficking Policy	**Ref:** P-001
Originator: M Horton	**Document Owner:** QHSE Department	**Revision:** 04

Policy Statement

Modern slavery is a crime resulting in an abhorrent abuse of the human rights of vulnerable workers. It can take various forms, such as slavery, servitude, forced or compulsory labour and human trafficking.

WEC GROUP LTD has a zero tolerance approach to modern slavery and is committed to act ethically and with integrity and transparency in all of its business dealings and relationships and to implement and enforce effective systems and controls, to ensure that modern slavery and human trafficking are not taking place anywhere within either the business or in any of our supply chains, consistent with the obligations under the Modern Slavery Act 2015. WEC GROUP LTD also expects the same high standards from all of its suppliers, contractors and other business partners and, as part of its contracting processes, it includes specific prohibitions against the use of modern slavery, and expects that its suppliers will in turn hold their own suppliers to the same standards, ensuring the entire supply chain transparency on the matter.

This policy applies to all individuals working for WEC GROUP LTD or on the Company's behalf in any capacity, including employees, directors, officers, agency workers, volunteers, agents, contractors, consultants and business partners.

Responsibility for the policy

The board of directors has overall responsibility for ensuring that this policy complies with the Company's legal and ethical obligations. They are also responsible for investigating allegations of modern slavery in the Company's business or supply chains.

Line managers are responsible for ensuring that those reporting to them understand and comply with this policy.

Compliance

The prevention, detection and reporting of modern slavery in any part of the Company's business or supply chains is the responsibility of all those working for WEC GROUP LTD or under the Company's control. Any employee is required to avoid any activity that might lead to a breach of this policy.

If any employee believes or suspects a breach of or conflict with this policy has occurred or may occur, must notify the line manager or report it in accordance with Company Corporate Responsibility procedures.

Another way of reporting is by contacting the government's Modern Slavery Helpline on 0800 0121 700 for further information and guidance on modern slavery.

WEC GROUP LTD is committed to ensure no one suffers any detrimental treatment or victimisation as a result of reporting in good faith their suspicion that modern slavery is or may be taking place in any part of its business or in any of its supply chains.

Training and communication

Regular training on this policy, and on the risk that the business faces from modern slavery in its supply chains, will be provided to staff as necessary, so that they know how to identify exploitation and modern slavery and how to report suspected cases.

WEC GROUP LTD's zero tolerance approach to modern slavery shall be communicated to all suppliers, contractors and other business partners when entering into new or renewed contracts with them.

Breach of the policy

Any employee who breaches this policy will face disciplinary action, up to and including summary dismissal for gross misconduct.

WEC GROUP LTD may terminate its commercial relationship with suppliers, contractors and other business partners if they breach this policy and/or are found to have been involved in modern slavery.

Managing Director	Signature	Date
Steve Hartley	*S Hartley*	31.03.2026