

# Modern Slavery Policy

## INTRODUCTION

LME (UK) Ltd is fully supportive of any legislation which aims to reduce the occurrence of modern slavery and human trafficking in our society.

## ANTI-SLAVERY POLICY STATEMENT

“LME (UK) Ltd has zero tolerance to slavery and human trafficking and is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.”

This Anti-Slavery Policy Statement is our main expression of the Company's policy on slavery and human trafficking. All operational procedures within the Company are intended to adhere to this statement.

This Statement reflects our commitment to acting ethically and with integrity in all our business relationships and sits alongside our wider NEP values of sustainability, fulfilment, diversity, quality, integrity and community.

## DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

In addition to our Anti-Slavery Policy Statement we implement other policies in an effort to identify and mitigate risk including:

Anti-corruption and bribery

Equality and Diversity

LME (UK) Ltd operates an integrated management system which is registered to the requirements of BS EN ISO 9001:2015 for which the Directors of LME (UK) Ltd are ultimately responsible for together with all matters relating to HR, health and safety and risk.

## SUPPLIER ADHERENCE TO OUR VALUES

We have a zero tolerance to slavery and human trafficking and we expect all those in our supply chain and our contractors to adhere to this and our wider values expressed above.

It is our intention to implement and enforce, where possible, effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in our business or related supply chains.

## TRAINING

To ensure proper understanding of the risks posed by modern slavery and human trafficking in the context of the Company's supply chain and our business, this statement will be communicated to all staff and the Company intends to provide training to its staff as appropriate.

## LEGAL AND REGULATORY PURPOSE OF THIS STATEMENT

This statement is made with regard to the obligations arising under section 54(1) of the UK's Modern Slavery Act 2015 (the Act). It comprises the slavery and human trafficking statement of LME (UK) Ltd for the financial year ending 30th April 2023. The Company is not legally required to make this statement under section 54(1) but it recognises the importance of these issues for all its stakeholders, so does so as if that section applies.

Signed Director: *Alun Callow*

Date: 01/02/2024

| Date       | Document Name                        | Approved Version | Review Date | Owner       |
|------------|--------------------------------------|------------------|-------------|-------------|
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