

## Staycold Export Ltd. - Modern Slavery Act Statement 2022

This slavery and human trafficking statement is made by Staycold Export Ltd. ("Staycold") pursuant to section 54 of the Modern Slavery Act 2015 (the "Act") for the financial year ending on 31 December 2021. It sets out the steps taken by Staycold to ensure that slavery and human trafficking are not present in our business or direct supply chain.

Staycold is committed to acting with the highest ethical standards and integrity in all our business relations. To fulfil these requirements, Staycold has established, maintains and enforces systems and controls to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Staycold has not encountered any slavery or human trafficking activities in our supply chain. If we become aware of any such activity or incident, we will take prompt action in accordance with our legal obligations and our moral and ethical commitment to respect human dignity and rights. Staycold considers the risk of modern slavery or human trafficking within our business or our supply chain to be low due to the nature of the work we perform, the services we consume and our general activities in our business. At Staycold we require our suppliers to agree to a code of conduct expressly prohibiting human trafficking or slavery of any kind. We strive to strengthen our supplier review process in each engagement including contract provisions that prohibit of any form of modern slavery.

Staycold has a set of internal policies to help ensure that we are conducting business in an ethical and transparent manner, including: -

### **Recruitment Policy –**

Staycold maintains a robust recruitment policy, including the conduct of checks for eligibility to work in the UK. Human trafficking, underage labour and forced labour are prohibited. Staycold uses external agencies for recruitment where we verify the agency's practices before accepting any candidates.

### **Whistleblowing Policy –**

Staycold Export maintains a whistleblowing policy where all employees are informed that they can raise any concerns about how co-workers are being treated or practices within the organisation, without fear of retribution or reprisal.

### **Code of Conduct –**

Staycold has a code of conduct in the Company Handbook that clearly states the company's policies and expectations for all employees. Adherence to the Code is part of the Contract of Employment.

### **External Suppliers Policy –**

Staycold has adopted an external suppliers policy to which all of our suppliers have to sign up. This document covers Staycold's standards on areas such as human rights, forced labour, child labour, equality and diversity, employee wellbeing and health and safety.

### **Global Compact:**

Staycold is a signatory to the Global Compact.



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Edward Jonas

Managing Director

28<sup>th</sup> March 2022 – next review March 2023