

Modern Slavery & Human Trafficking

This policy applies to all persons working for, or on our behalf of, Microbee Group Ltd (Microbee Ltd, Microbee Bird Control Ltd, or Microbee Tree Management Ltd).

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Microbee strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

Commitments

Microbee's Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations. We shall ensure that everyone working with us or on our behalf comply with the policy and support the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf.
- Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy. Any employee who breaches this policy will face disciplinary action. A breach within our supplier chain could terminate our working relationship.
- Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy.
- Modern Slavery training forms part of the induction package for employees. Refresher training will also be provided as necessary.
- Our zero-tolerance approach to Modern Slavery is communicated to all parts of our supplier chain.

This policy is available on the website.

Date:

9 May 2019

Signed:



Position:

Director

Review by:

May 2020 (or as necessary)