

Modern Slavery and Human Trafficking Policy

1. Policy Statement

Geo Quarries Services Ltd is committed to preventing modern slavery and human trafficking in all aspects of our business operations and supply chains. We uphold the highest standards of integrity, transparency, and ethical conduct and have a zero-tolerance approach to any form of slavery, servitude, forced or compulsory labour, and human trafficking.

2. Purpose

This policy sets out our commitment to acting ethically and with integrity in all business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within our organisation or supply chains.

3. Scope

This policy applies to all persons working for or on behalf of Geo Quarries Management Ltd in any capacity, including employees, directors, officers, agency workers, contractors, consultants, suppliers, and any third-party representatives.

4. Responsibility

The Board of Directors has overall responsibility for ensuring this policy complies with legal and ethical obligations. Management at all levels is responsible for implementing this policy, monitoring its effectiveness, and ensuring those reporting to them understand and comply with it.

5. Compliance with the Law

We are committed to complying with all applicable laws relating to modern slavery and human trafficking, including the Modern Slavery Act 2015.

6. Risk Assessment and Due Diligence

We take a risk-based approach to assessing and managing the risk of modern slavery within our business and supply chains by:

- Conducting due diligence on suppliers and contractors
- Assessing risk levels based on geography, industry, and nature of work
- Reviewing supplier policies and practices where appropriate
- Including anti-slavery provisions in supplier agreements

7. Supplier Expectations

We expect all suppliers and business partners to:

- Comply with all applicable anti-slavery and human trafficking laws
- Have appropriate policies and procedures in place
- Provide transparency within their own supply chains

- Notify us immediately if they become aware of any actual or suspected slavery or human trafficking

8. Reporting Concerns

Employees and third parties are encouraged to report any concerns related to modern slavery or human trafficking. Reports will be treated confidentially, and no individual will suffer retaliation for raising genuine concerns in good faith.

9. Training and Awareness

We are committed to ensuring that employees understand the risks of modern slavery and are equipped to identify and report concerns. Training may be provided where appropriate.

10. Monitoring and Review

This policy will be reviewed annually and updated as necessary to reflect changes in legislation or business practices.

11. Breach of Policy

Any breach of this policy by employees may result in disciplinary action, up to and including dismissal. We may terminate relationships with suppliers or contractors found to be in breach of this policy.