

# SMS Speedway Anti Slavery Policy

## Policy Statement

This policy applies to all persons working for us or on our behalf in any capacity, including contracted staff, contractors, suppliers and directors. Kieser Consultancy Limited trading as SMS-Speedway has a strict policy of prohibiting any use of modern slavery to the advantage of the company.

## Commitment

Modern Slavery and Human Trafficking 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.

## Commitments

Our company expects everyone working with us or on our behalf to support and adhere to these measures to safeguard against modern slavery: We have a zero-tolerance approach to modern slavery in our organisation and the prevention and detection is the responsibility of all those working for us or on our behalf. There can be no engagement in, facilitation or failure to report any activity that might lead to, or suggest, a breach of this policy. If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action. Failure to adhere to our strict anti-slavery policy could result in the termination of business relationships.

The Code of Conduct for all individuals working in their capacity as representatives of SMS Speedway:

Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, Leadership

We recognise that modern slavery is a crime and a violation of fundamental human rights. We are aware that modern slavery takes various forms, including slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

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Modern slavery is the term used within the UK and is defined within the Modern Slavery Act 2015. The Act categorises offences of slavery, servitude and forced or compulsory labour and human trafficking (the latter of which comes from the Palermo Protocol).

SMS Speedway has a zero tolerance approach to any form of slavery.

We fully support the government's objectives to eradicate all forms of modern slavery and human trafficking and we will continue to work at the highest level of ethical standards.

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