



Anti-Slavery Policy

Ashdale Lifting Services Ltd. are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015

We have reviewed our business activities with regard to exposure to the risk of modern slavery, and consider the risks to be low.

This consideration is based upon:

- The nature of our business.
- The geographical area of operation, within the United Kingdom.
- The sourcing of materials, consumables and other products for use within the business from United Kingdom based suppliers.
- All suppliers and service providers are required to be ISO9001:2008 or ISO9001:2015 compliant. This enhanced quality requirement reinforces a supplier's business ethics and code of conduct.
- All suppliers are required to ensure that they comply with the statutory requirements in respect of the Modern Slavery Act 2015. Ashdale Lifting Services Ltd. retain the right to audit this requirement as part of our approved supplier protocols.

As a business, for Ashdale Lifting Services Ltd., our largest resource is our employees.

To ensure minimum exposure, Ashdale Lifting Services Ltd.:

- Undertake appropriate right to work checks for all employees
- Undertake Disclosure Scotland criminal records checks, under Part V of the Police Act, of all appropriate employees.
- Remunerate employees at, or above the national minimum wage.
- Operate a senior management : employee, open door philosophy, where concerns can be openly discussed without fear or repercussion.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, contractors, external consultants, third-party representatives and business partners.

Signed:

Handwritten signature of Jocelyn Mead in black ink.

Designation: Jocelyn Mead, Managing Director,

Date: January 2024

Signed:

Handwritten signature of Barrie Watts in black ink.

Designation: Barrie Watts, Director / General Manager

Date: January 2024