



Anti- Slavery and Human Trafficking Statement

Policy Statement

Modern slavery is a gross misconduct resulting in an intolerable abuse of the human rights of vulnerable workers. At 3-Space (UK) Limited we take a zero-tolerance approach to slavery and human trafficking. We are committed to acting morally and with authenticity and transparency in all of our business dealings and relationships and implement steps whilst enforcing effective systems to ensuring that it does not take place in our business and supply chains. These steps taken are monitored on a regular basis. We expect the same high standards from all of our stakeholders and, as part of the contracting processes, our non-acceptance approach to modern slavery must be communicated to all suppliers, contractors and other business partners when entering into new or renewed contracts with them. It includes specific prohibitions against the use of modern slavery and expects that its suppliers will in turn hold their own suppliers to the same standards.

Responsibility for the Policy

As a privately-owned UK-based organisation whose prime focus on the wellbeing of employees, customers and contractors alike, we seek to support better working practices and ensuring our standards are always of the highest priority to us. By establishing appropriate methods of assessing, preventing and mitigating risk of modern slavery occurring in our supply chain, we consider all the sectors in which we operate and our supply chains to be at lower risk of slavery. The board of directors has overall responsibility for ensuring that this policy statement complies with 3-Space's legal and ethical obligations. Our supplier and contractor account managers are all responsible for ensuring that those reporting to them understand and comply with this policy.

Compliance

Our internal policies require clear arrangements to be put in place with all new suppliers, and our zero-tolerance approach is reflected within our due diligence processes and the standard terms that our contractors and suppliers must agree to. Geographically, our supply chains are predominantly based in the UK, with some suppliers also operating internationally. Where suppliers operate within industries and/or countries with a higher risk of slavery and human trafficking - e.g. industries such as construction are subject to further due diligence and monitoring procedures. At 3-Space (UK) Ltd, we are committed to paying everyone working on our premises, whether permanent staff or contractors, a higher minimum rate of pay than the current National Living wage set by the government.

Communication

We have communicated our zero-tolerance approach to all our colleagues and will continue to do so. As a business we have appointed an individual who is responsible for overseeing the communication of the anti-slavery and anti-human trafficking message both within the organisation and within our supply chains.

Signed:

A handwritten signature in blue ink, appearing to read 'K. M. W.' or similar, written over a light blue horizontal line.

Position: Operations Director

Dated: 18 January 2023

Review Date: 18 January 2026