

## **Modern Slavery Act (MSA 2015) Policy**

### **1. Introduction**

This Modern Slavery Act (MSA 2015) Policy sets out the commitment of Juzo UK Limited to preventing modern slavery and human trafficking in all its forms within our operations and supply chains. We are dedicated to upholding the principles of the MSA 2015 and ensuring that slavery and human trafficking have no place in our business or in the businesses of our suppliers or partners.

### **2. Policy Statement**

#### 2.1 Commitment

Juzo UK Limited is committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking are not taking place anywhere within our organization or supply chains.

#### 2.2 Scope

This policy applies to all employees, officers, contractors, consultants, agents, and any other parties working on behalf of Juzo UK Limited.

#### 2.3 Definitions

For the purposes of this policy:

- "Modern Slavery" encompasses all forms of slavery, human trafficking, forced labour, and similar practices.
- "Supply Chains" include any entity or individual providing goods or services to Juzo UK Limited, including but not limited to suppliers, contractors, subcontractors, and business partners.

### **3. Responsibilities**

#### 3.1 Responsibility of Management

Management at all levels is responsible for implementing this policy, ensuring its compliance, and providing appropriate resources to support its effective implementation.

#### 3.2 Responsibility of Employees

All employees have a duty to report any concerns or suspicions regarding modern slavery or human trafficking to their line manager, the Human Resources department, or the designated point of contact.

## **4. Risk Assessment and Due Diligence**

### **4.1 Risk Assessment**

Juzo UK Limited will regularly assess the potential risks of modern slavery and human trafficking in our operations and supply chains. We will identify areas of vulnerability and take appropriate measures to mitigate these risks.

### **4.2 Due Diligence**

We will conduct due diligence on suppliers and business partners to ensure that they share our commitment to preventing modern slavery and human trafficking. This may include reviewing their policies, procedures, and practices, as well as engaging in dialogue to assess their level of compliance.

## **5. Supplier Relationships**

### **5.1 Compliance with Policy**

We expect our suppliers and business partners to comply with our MSA 2015 Policy. We will seek to develop strong and transparent relationships with them, based on mutual trust and respect.

### **5.2 Verification and Auditing**

We reserve the right to conduct audits and inspections of our suppliers' facilities to assess their compliance with this policy. Non-compliance may result in a termination of the business relationship.

## **6. Training and Communication**

### **6.1 Awareness and Training**

We will provide appropriate training and awareness programs for employees to ensure they understand the risks of modern slavery and human trafficking and know how to identify and report any concerns.

### **6.2 Communication**

This policy will be communicated to all employees, suppliers, and business partners. It will be made available on our website, and any updates or changes will be communicated promptly.

## **7. Compliance and Reporting**

### **7.1 Compliance**

Failure to comply with this policy may result in disciplinary action, up to and including termination of employment or business relationships, as appropriate.

### **7.2 Reporting**


Anyone who suspects or has knowledge of modern slavery or human trafficking within Juzo UK Limited or its supply chains should report their concerns in accordance with our Whistleblowing Policy. Reports will be investigated promptly, and appropriate action will be taken.

## 8. Monitoring and Review

We will monitor and review the effectiveness of this policy regularly and update it as necessary to ensure ongoing compliance with the MSA 2015 and best practices.

## 9. Approval and Implementation

This Modern Slavery Act (MSA 2015) Policy has been approved by Julius Zorn GMBH and is effective from 1.1.2023. It will be reviewed annually or as otherwise needed.

A handwritten signature in black ink, appearing to read "A.C. Withey", written over a horizontal line.

01.01.2023, Adam Withey