

Purpose and Scope

Lamberts (Norwich) Ltd is committed to driving out acts of modern-day slavery and human trafficking, sale and exploitation of children, forced labour and debt bondage within its business and that from its supply chains, including suppliers, sub-contractors, and partners.

The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These as well as the suppliers of services make up the supply chain within Lamberts (Norwich) Ltd.

As part of the company's due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by the supplier. We require all suppliers to declare that they are not involved in any acts of modern slavery. The company will not support or deal with any business knowingly involved in slavery or human trafficking.

The company Directors and Senior Management Team shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc) and investment to ensure that slavery and human trafficking is not taking place within the organisation or within its supply chains.

This Policy takes into account, and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001:2015. The implementation and operation of this management system underlines our commitment to this policy. Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that the Directors review it to ensure its continuing suitability and relevance to the company activities.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. We may terminate the contract at any time should any instances of modern slavery become known

The Board of Directors approved this statement

Karl Eade



Operations Director