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Title:	Modern Slavery Statement	Issue Date:	Apr 2025

At Strata Products we operate a zero-tolerance approach to Modern Day Slavery and remain committed to tackling this type of human rights abuse through the effective due diligence and risk assessment of our supply chains.

OUR POLICIES

We are committed to ensuring our supply chain is free from slavery and human trafficking and that our partners manage in a way that is compliant to all applicable human rights, employment and environmental requirements, on a local, national basis and international basis.

We utilise the following policies through our supply chain (delivered via a Vendor Compliance Document)

- Ethical Trading Policy
- Equality and Diversity Policy
- Environmental Policy
- Health and Safety Policy

We have a number of internal policies to ensure we conduct business in an ethical and transparent manner. We operate robust recruitment policies, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will. These requirements extend to 3rd party providers. Our internal policies include, but are not limited to:

- Whistleblowing Policy
- Recruitment and Agency workers policy
- Anti-Bribery and Corruption Policy
- Health and Safety Policy

These policies clearly outline the expectation and potential outcomes of intervention should a policy be breached. Any reporting will be fully investigated, and appropriate remedial actions taken. This may include notifying statutory or legal entities as appropriate.

DUE DILIGENCE PROCESSES

We enjoy well-established and stable working relationships with our key suppliers and we have achieved full support to our approach. All goods are manufactured in our modern factory with up to date approaches to corporate, social and environmental matters.

We conduct regular supplier audits to ensure alignment to local laws, standards set out by the International Labour Organisation, the Modern Slavery Act and our internal policies and standards, which include:

- Clear obligations on suppliers to comply and implement controls to prevent Modern Slavery;

Function Owner: Tony Carr	Document Owner: Amber Morris
Approval signature of Function Owner: Tony Carr	Page: 1 of 2



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- Ensuring all employment shall be voluntary;
- Provision of an employment contract confirming the employee's right to leave work and the ability to terminate employment upon expiry of reasonable notice.

Should we become aware of any modern day slavery concerns, we would notify and work with relevant regulatory authorities to protect the welfare of the individual(s).

We monitor and review data published in slavery advisor resources to identify potential or increased slavery risks presented by any new region where we may look to source from. We can then tailor our audit process to increase the interrogation level around employment, slavery and general working practices.

An example of such a resource is <https://www.globalsslaveryindex.org>.

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Approval signature of Function Owner: Tony Carr	Page: 2 of 2