

# Modern Slavery and Human Trafficking

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour, and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of human rights.

Conducting our business in an ethical and honest way is central to how we operate and how we expect our stakeholders, suppliers, and contractors to operate.

Akkord is committed to responsible supply chain management and our objective is to comply with all applicable laws and regulations and strive for best practice with regard to responsible supply chain management. We also expect our suppliers and contractors and their directors, officers, employees, and representatives to conduct all business activities in full compliance with all applicable laws and regulations.

Akkord does not tolerate modern slavery or human trafficking and will not knowingly engage in, or deal or partner with any suppliers or contractors who engage in slavery or human trafficking. The prevention, detection, and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate, or fail to report any activities that might lead to or suggest a breach of this policy.

Any invitation by us to a supplier or contractor to provide services is based on this policy and the principles that suppliers and contractors that we appoint do not engage in modern slavery or human trafficking within their own operations or their supply chain and that they will each hold their suppliers to the same standards.

Management at all levels is responsible for ensuring that those reporting to them understand and comply with this policy and are given adequate training on it and the issue of modern slavery in supply chains.

If any employee or anyone working for Akkord has any reason to believe that modern slavery of any form may exist within our organization or our

supply chain, or may occur in the future or have any concerns or suspicions relating to compliance with this policy, they must bring this to our attention in one of the ways set out below.

In the first instance, employees should report to their line manager. If the matter is extremely serious or it is felt not appropriate to raise with their line manager employees should raise their concerns with the Chief Executive Officer.

Akkord may investigate suspicious activity within the group's operations and supply chain and any clear and substantial breach of modern slavery and human trafficking will be taken seriously including contract termination or referral to the authorities.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

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