

	Modern Slavery Policy			Page 1 of 2
	Form Reference:	P07	Document Version:	Rev 02

Purpose

This policy sets out how Xiel Limited prevents modern slavery in our business and supply chains. Modern slavery covers slavery, servitude, forced or compulsory labour, and human trafficking. We do not accept it in any form.

Who it applies to

This policy applies to everyone who works for Xiel and to the suppliers we buy from.

Our standards

- We follow all employment laws that apply to us.
- Workers are free to leave their job, to move freely, and to join a trade union.
- We do not allow threats, harassment or intimidation.
- No worker should ever pay a fee to get or keep a job.
- We do not use forced or compulsory overtime.
- We do not use child labour.
- We do not discriminate.
- We never hold a worker's identity documents.
- If we find a victim of modern slavery, we will help them get support and remedy.

Recruitment and pay

We recruit our own staff directly and check that everyone has the right to work. Wages are at least the National Minimum or Living Wage and are paid into the worker's own bank account. If we use a recruitment agency, we check that it does not charge workers any fees.

Suppliers

Suppliers must meet the standards in our Supplier Code of Conduct. Modern slavery checks form part of supplier approval.

Raising a concern

Anyone can raise a concern about modern slavery through our whistleblowing route. Concerns can be raised in confidence and without fear of penalty. You can also call the Modern Slavery Helpline on 08000 121 700. If someone is in immediate danger, call 999.

If a concern is raised

We take every report seriously. We protect the person who raised it, look into it promptly, and support anyone affected. We will not automatically stop trading with a supplier who reports a problem, cooperates with us, and puts it right. We expect our suppliers to take the same approach, and to give us an action plan if a problem is found.

Responsibilities

The Managing Director is responsible for this policy. The Contracts and Compliance Specialist keeps it up to date.

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Review

We review this policy at least once a year.

Approval

Prepared by	Jonathan Williams
Approved by	Jack Knight, Managing Director
Signature	
Date	19 th August 2026
Next review	31 st August 2027