



## **ANTI-SLAVERY POLICY STATEMENT**

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Superbrands has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships.

We expect the same high standards from all our contractors, suppliers and other business partners, and as part of our contracting processes

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

### **Responsibility for the policy**

The Company has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

### **Compliance with the policy**

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control.

### **Breaches of this policy**

Any Superbrands employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Printed and Signed By:

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

Simon Goddard,

CTO

Information Technology & Online Operations Compliance.

Superbrands Limited.