



# ADS Statement on Modern Slavery

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

ADS Laser Cutting Ltd is an equal opportunities employer and we adopt a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships.

Modern slavery can be found in any type of business and is not restricted to any specific industries or sectors. There are no typical victims of modern slavery and those affected may not even realise that they are being exploited.

Below are some examples of the warning signs that could indicate modern slavery is taking place:

- Evidence of the workplace being used for accommodation.
- Workers not in possession of their own passport or identification.
- Workers who appear fearful or distrustful of others.
- Untreated injuries.
- Workers may act as if they are being coached by someone else.
- Evidence of control over movement (being picked up and dropped off for work).
- Workers may look malnourished or unkempt.

All employees are familiarised with the company's statement on modern slavery during their induction process. We encourage all employees to raise any concerns they may have in relation to modern slavery and we will support anyone who raises genuine concerns.

We reserve the right to terminate our relationship with any business or individual if we believe that they operate unethically or in contradiction to this policy statement.